ECSA

ENGINEERING COUNCIL OF SOUTH AFRICA

# ANNUAL REPORT 2020|21

# OUR YEAR AT A GLANCE

The Sixth Term Council was inaugurated and Mr Mashao Lawrence Lebea and Ms Refilwe Buthelezi were voted in as President and Vice President respectively

222 Engineering Programmes were accredited in the year under review

Over 55 000 engineering practitioners are registered with ECSA

42 CPD licensed-bodies constituting of 35 Voluntary Associations and 7 Higher Education Institutions were approved

A CPD high impact committee was established for providing strategic oversight of the CPD Standard

The Identification of Work (IDoEW) for engineering practitioners was gazetted

The new Organisational Design was conceptualised and approved to ensure administration is aligned with the implementation of the five-year strategy

Two new committees have been established: Continuing Professional Development (CPD) as well as Training Academy and Development (TADC)

The implemented registration system has reduced registration turn-around times from 18-24 months to 4 months

Over 700 students were engaged at the virtual UJ Career Fair

The 2020/21 financial year marked the first ever once-off, free-of-charge promotion by ECSA to applicants who were eligible for applying to be part of international registers

Four (4) Regulatory instruments (rules) were gazetted, and six (6) discipline-specific training guides were developed

ECSA has adopted an online accreditation policy for the first time this year catapulted by the pandemic

ECSA collection rate of 92% was achieved in 2020-2021

Despite the many challenges we faced in the 2020 financial year, including the 100% write-off of fees owed on 31 March 2020, the Council reported a resilient performance for year ended 31 March 2021

Total receivables from exchange transaction for the year ended 31 March 2021 increased significantly by 99% to R17.1 million (2020: R0.06million)

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# PART A
# GENERAL INFORMATION

# 1. ECSA GENERAL INFORMATION

| | |
|---|---|
| **REGISTERED NAME** | Engineering Council of South Africa |
| **REGISTRATION NUMBER** | N/A |
| **PHYSICAL ADDRESS** | 1st Floor, Waterview Corner Building<br>2 Ernest Oppenheimer Avenue<br>Bruma<br>2198 |
| **POSTAL ADDRESS:** | Private Bag X691<br>Bruma<br>Johannesburg<br>2026 |
| **TELEPHONE NUMBER** | +27 11 607 9500 |
| **FAX NUMBER** | +27 11 622 9295 |
| **E-MAIL ADDRESS** | engineer@ecsa.co.za |
| **WEBSITE** | www.ecsa.co.za |
| **EXTERNAL AUDITORS** | Rakoma and Associated Inc.<br>Ground Floor Building B, Monte Circle Office Park<br>178 Monte Casino Boulevard, Fourways - 4B<br>Sunninghill<br>2191<br>www.rakoma.co.za |
| **BANKERS** | Standard Bank<br>East Gate<br>Bedfordview |
| **COMPANY/BOARD SECRETARY** | None. Administration Department performs some of the secretarial duties. |

# 2. LIST OF ACRONYMS

| | |
|---|---|
| **AIET** | Agreement of International Engineering Technician |
| **APP** | Annual Performance Plan |
| **BE** | Built Environment |
| **CBE** | Council for the Built Environment |
| **CEO** | Chief Executive Officer |
| **CPD** | Continuing Professional Development |
| **CRC** | Central Registrations Committee |
| **C&U** | Commitment and Undertakings |
| **DA** | Dublin Accord |
| **DSTGs** | Development of Discipline-Specific Training Guides |
| **DPWI** | Department of Public Works and Infrastructure |
| **EAB** | Engineering Accreditation Board |
| **ECSA** | Engineering Council of South Africa |
| **EPA** | Engineering Profession Act, 46 of 2000 |
| **FY** | Financial Year |
| **GRAP** | Generally Recognised Accounting Practice |
| **HEI** | Education Institution |
| **HR** | Human Resources |
| **IDoEW** | Identification of Engineering Work |
| **IEM** | Institution of Engineers Mauritius |
| **IETA** | International Engineering Technologists Agreement |
| **IPEA** | International Professional Engineers Agreement |
| **IT** | Information Technology |
| **KPAs** | Key Performance Areas |
| **MoU** | Memorandum of Understanding |
| **NRS** | New Registration System |
| **QMS** | Quality Management Systems |
| **SA** | Sydney Accord |
| **SADC** | South African Development Community |
| **SAFEO** | South African Federation of Engineering Organisation |
| **TVET** | Technical and Vocational Education and Training |
| **VAs** | Voluntary Associations |
| **WA** | Washington Accord |
| **WFEO** | World Federation of Engineering Organisation |
| **UOM** | University of Mauritius |

> Strive for perfection in everything you do.
> Take the best that exists and make it better.
> When it does not exist, design it.
>
> **- Sir Henry Royce**

# 3. FOREWORD BY THE PRESIDENT

Despite these challenges, the Council has lauded ECSA's ongoing success and will continue to build on these, while taking stock of those areas that need bolstered attention and delivery

The Annual Report for the 2020/2021 financial year reflects how the organisation's strategy, governance, performance and prospects lead to the creation of value in the short, medium and long-term. This report accounts for the year under review as well as the economic and social impact COVID-19 has had on the sector. Despite these challenges, the Council has lauded ECSA's ongoing success and will continue to build on these, while taking stock of those areas that need bolstered attention and delivery.

## GOVERNANCE AND OVERSIGHT RESPONSIBILITY

The Fifth and Sixth Term Councils have adequately exercised their oversight and fiduciary responsibility over the Engineering Council of South Africa. This entailed providing ethical and strategic leadership as well as policy direction. Despite the fact that face-to-face meetings were put on hold to observe COVID-19 regulations, the Council held regular meetings by the use of online platforms to consider a variety of matters, as tabled by management.

Moreover, Council has exercised financial oversight to ensure the content and integrity of the financial statements and related information. This would not be possible in the absence of both governance and administrative systems in the organisation to ensure transparency and accountability.

## OVERVIEW OF STRATEGY AND PERFORMANCE

The Engineering Professions Act 46 of 2000 outlines the Engineering Council of South Africa's mandate, which it has fulfilled by means of the implementation of the 2020/2021 Annual Performance Plan (APP) approved by Council. This mandate provides for the registration of professionals and candidates in the engineering profession, the regulation of the relationship between ECSA and the Council for the Built Environment and matters connected with these.

ECSA's activities for the year under review were premised on its five strategic programmes, as detailed in the 2020/2021 APP. Key achievements and challenges as experienced around these are highlighted below.

The government regulations imposed owing to COVID-19 prompted ECSA to adopt different processes for receiving applications from individuals wishing to register. An

electronic application process was made available during lockdown levels 5, 4 and 3. The Administration could not uphold face-to-face registration interviews, and opted for virtual platforms in accordance with social distancing regulations.

These two newly introduced options of submission and processing registrations have proven to be effective and convenient for our stakeholders, and have increased accessibility for applicants wishing to register with the Council. We are proud to have had oversight over administration as they embraced new ways of doing business in a short space of time.

In its 2015-2020 business strategy, the Council took a decision to develop and implement Quality Management Systems (QMS) in line with the requirements of ISO 9001, and obtain certification by an autonomous certification body. The primary aim for this deliverable is to improve ECSA's business-process efficiency and effectiveness, which, in turn, will result in customer satisfaction. Independent auditors assessed ECSA with the aim of verifying and validating certification readiness, and confirmed that ECSA is indeed ready. The Council has since approved plans to obtain the certification during the 2021/22.

## STRATEGIC RELATIONSHIPS

Stakeholder relations have always been pivotal to the relevance of ECSA as a regulator of the engineering sector. Around this, ECSA developed a stakeholder-relations strategy informed by insights gathered from a survey taken by various identified stakeholders who are aligned to the 2020-2025 ECSA strategy.

This new stakeholder-relations strategy will see ECSA improve engagements with its strategic stakeholders by way of an inclusive approach that balances the needs, interests and expectations of material stakeholders.

## THE YEAR AHEAD

The year under review has seen ECSA in its first year of implementation of the five-year strategy. The implementation of this key guiding document will continue in the year ahead and will be spear headed by the Sixth Term Council under the leadership of myself and Ms Refilwe Buthelezi, who is the Vice President.

## ACKNOWLEDGEMENTS AND WORDS OF APPRECIATION

Let me take this opportunity to express my appreciation to the top management of ECSA for directing the organisation towards a cohesive and transformed regulatory regime, and the staff of ECSA for acting as ambassadors of the organisation and advocating for its success through commitment and by serving its members with diligence and hard work.

To the outgoing 5th Term Council under the leadership of Mr Cyril Gamede and Dr Keith Jacobs, you have contributed immensely to ECSA's intent. We appreciate the unique and valuable insights you brought during the implementation of the 2015-2020 Strategic Plan. Furthermore, this Council implemented the first year of the 2020-2025 Strategic Plan, giving the incoming 6th Term Council a clear path to drive ECSA forward.

As the incoming 6th Term Council which took office in December 2020, I would like to assure our stakeholders that the 6th Term Council is committed to the continued provision of quality service to the profession. The Council, together with Administration will continue to explore strategies to continuously increase value creation for the benefits of Registered Persons. The Council appreciates the continuous support and guidance received from the Executive Authority, Minister of Public Works and Infrastructure, Ms Patricia de Lille.

I hereby endorse the 2020/2021 ECSA Annual Report.

**Mashao Lawrence Lebea, Pr Eng**
ECSA President

# 4. CHIEF EXECUTIVE OFFICER'S OVERVIEW

## ECSA is on a positive trajectory of becoming an effective regulator

Looking back on 2020, it was by any standards, an eventful and challenging year. The year brought new challenges to businesses and communities across the globe. Against this background, we kept our focus on maintaining stability across the operations of the Council, while also protecting our stakeholders and managing as best as possible the significant impacts of COVID-19.

Without question, the financial year ended 31 March 2021 was a year of progress, during which we built on the achievements of prior periods.

The Council's objective throughout has been to achieve the positive cash flow forecast for the year ended 31 March 2021 and, access to adequate resources to continue in operational existence for the foreseeable future.

### CURRENT TRADING PERFORMANCE

The council is wholly dependent on the annual fees, application fees and accreditation visits for continued funding of operations and from the presentation of the Annual Financial Statements (AFS)( from page 97-127) it is clear that much has been achieved. Despite the many challenges we faced in the 2020 financial year, including the 100% write-off of fees owed on 31 March 2020, the Council reported a resilient performance for year ended 31 March 2021. Total receivables from exchange transaction for the year ended 31 March 2021 increased significantly by 99% to R17.1 million (2020: R0.06million), with strong collection and payment of fees from registered person's.

Despite the slowing down of spending due to restrictions related to COVID-19, Every effort being made to limit costs, the result of which was that the total expenses were substantially lower than those of the prior period (2021:R86.6 million, 2020:R163.4 million). Further information on the performance of the Engineering Council of South Africa (ECSA) is contained in the accompanying AFS.

### NET SURPLUS AND CASH FLOW

ECSA has reported a net surplus at the Reporting Date, R85.2 million as compared to R36.5 million in the previous period, calculated as total assets of R108.5million (2020: 60 million) less total liabilities of R23.3 million (2020: R23.4 million). At operational level the total cash on hand increased significantly from R24.4 million to R55.8 million over the Reporting Period as positive cash flow and

*"The four satellite centres served as an extension of the ECSA footprint to facilitate physical accessibility. However, the COVID-19 pandemic challenged the premise based upon which the satellite centres were introduced."*

resulting repayments of fees raised in the current year and those of previous periods which has been written-off. The value of investments have also increased significantly from R13.2 million to R16.1 million over the Reporting Period as positive revaluations due to recoveries and better performance of the markets from COVID-19 shocks.

## EXTERNAL AUDIT

The 2021 Financial Statements have been audited by the external auditor, Rakoma & Associates Incorporated and their opinion is set out in the 2021 AFS (from page 97). The International Standard on Auditing establishes two types of audit opinions, namely, a modified opinion (705 REVISED) and an unmodified opinion (700 REVISED).

As was the case for the previous years, the external auditor has given an 'unmodified opinion' in that the financial statements present fairly, in all material respects, the financial position, of ECSA and its financial performance and cash flows for the year then ended in accordance with the South African Standards of Generally Recognised Accounting Practise (SA GRAP) and the requirements of the Engineering Profession Act.

## ORGANISATIONAL RE-DESIGN TO SUPPORT THE FIVE-YEAR STRATEGIC PLAN

The organisation is in its first year of implementing a five-year strategy. This has compelled administration to review its business continuity requirements and resources. Subsequent to this, a new Organisational Design (OD) was conceptualised and approved by Council. The new OD will ensure that administration is aligned with the implementation of the strategy.

## GAZETTED STRATEGIC GUIDELINES

The following key strategic guidelines were gazetted over the accounting period:

- Identification of Engineering Work;
- The overarching Code of Practice for the Performance of Engineering Work;
- Guideline for Professional Fees (Scope of Services and Tariff of Fees for Persons Registered in terms of the Engineering Profession Act, 46 of 2000).

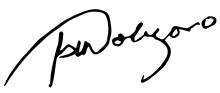
Central to this progress is the meaningful engagements and relationships that ECSA has with its stakeholders, which remains a pillar of our organisation. This, together with transformation, lies at the heart of ECSA's relevance and success as we intend to become fully aligned with government's transformation agenda.

While ECSA has made these great strides, it was regrettable that the four satellite offices that were launched during the 2017/2018 financial year had to be closed due to constrains propelled by COVID-19.

The four satellite centres served as an extension of the ECSA footprint to facilitate physical accessibility. However, the COVID-19 pandemic challenged the premise based upon which the satellite centres were introduced. The suspension of the contact centres did not affect the processing of applications, CPD activities, interviews that had be conducted, reviews to be held, or other operations conducted by ECSA.

The 2020/2021 Annual Report is a reflection that ECSA is on a positive trajectory of becoming an effective regulator, assuring engineering excellence. This is as a result of the hard work and dedication of ECSA staff members and management. I therefore wish to express my gratitude for their commitment.

My appreciation furthermore goes to the Council for providing guidance throughout the year, as well as Registered Persons for their continued support throughout the year. Looking ahead into the 2021/2022 financial year, we are geared up to deal with all the challenges encountered during the year under review.



**Mr Boitumelo (Cox) Mokgoro**
Acting Chief Executive Officer, ECSA

# 5. STATEMENT OF RESPONSIBILITY

## STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT

To the best of my knowledge and belief, I confirm the following:

All information and amounts disclosed in the Annual Report is consistent with the Annual Financial Statements audited by Rakoma and Associates Inc.

The Annual Report is complete, accurate, and free from any omissions.

The Annual Report has been prepared in accordance with the guidelines on the Annual Report as issued by National Treasury.

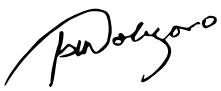
The Annual Financial Statements (Part F) have been prepared in accordance with the South African standards of Generally Recognised Accounting Practice (GRAP) applicable to a public entity.

The accounting authority is responsible for the preparation of the Annual Financial Statements and for the judgements made in this information.

The accounting authority is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance as to the integrity and reliability of the performance information, the Human Resources information, and the Annual Financial Statements.

The external auditors are engaged to express an independent opinion on the Annual Financial Statements.

In our opinion, the Annual Report fairly reflects the operations, performance information, Human Resources information, and the financial affairs of the entity for the financial year ended 31 March 2021.



**Mr Boitumelo (Cox) Mokgoro**
Acting Chief Executive Officer, ECSA

**Mashao Lawrence Lebea, Pr Eng**
President of the Council

# 6. STRATEGIC OVERVIEW

The Engineering Council of South Africa (ECSA) is a statutory regulatory body established in terms of section 2 of the Engineering Profession of South Africa Act, 46 of 2000.

## VISION

An effective regulator assuring engineering excellence.

## MISSION

ECSA seeks to achieve this vision by

- determining engineering standards for education, accreditation and registration;
- registration of engineering practitioners;
- developing and sustaining a relevant, transformed, competent and internationally recognized engineering professional practice standards;
- enforcing compliance with education, training, registration, continuing education and professional practice standards;
- maintaining a competent workforce, efficient and adequate governance structures and systems;
- educating the public on expected engineering quality standards and protecting the interests of the public against sub-standard quality of engineering work;
- regulatory efforts to ensure environmental protection;
- engaging with Government to support national priorities, including transformation of the engineering profession; and
- instituting collaborative efforts with ECSA stakeholders with a view to enhancing ECSA offerings.

## VALUES

- **Professional** – conduct beyond reproach to the highest ethical standards underpinned by integrity, quality, timeli¬ness, trust and respect.
- **Accountable** – doing what we commit to doing in an environment of trust and respect and being answerable for our failures in pursuit of our committed obligations.
- **Collaborative** – working as a team to achieve exceptional results.
- **Transparent** – honest and open communication and sharing of information among stakeholders.
- **Innovation** – utilising creative energies in collaboration with ECSA stakeholders to identify improved, enhanced and more cost-efficient engineering-practice solutions.

# 7. LEGISLATIVE AND OTHER MANDATES

ECSA is a statutory body established in terms of the EPA. This act superseded the acts of 1990 and 1968 and progressively extended ECSA's scope beyond the original purpose, namely to regulate professional engineers. ECSA and its predecessor have thus regulated the engineering practice for more than forty (40) years. ECSA exists as a regulatory body for the profession of engineering because it has recognised that, while engineering activity is essential and beneficial to society and the economy, it also poses substantial risks to health, safety, and the environment, which must effectively be managed by competent professionals. In addition, engineering services must be of adequate quality in the interests of the economy and eliminate waste.

With these objectives in mind, the EPA requires and empowers ECSA to perform the following functions:

- Establish an Engineering Standards Generating Body (ESGB) and develop standards for engineering education and professional competency;
- Visit education providers to evaluate programmes and accredit educational programmes that meet the educational requirements towards registration in each of the categories;
- Register persons in professional categories who demonstrate competency against the standards for the categories;
- Evaluate educational qualifications that are not already accredited or recognised;
- Register persons who meet educational requirements in candidate categories;
- Establish specified categories of registration to meet specific health and safety licensing requirements and register persons in these categories;
- Require registered persons to renew registration at intervals and under conditions that the Council prescribes;
- Enter into international agreements for the recognition of educational programmes and registration;
- Develop and maintain a code of conduct, supported where necessary by codes of practice;
- Investigate complaints of improper conduct against Registered Persons and conduct enquiries and impose sanctions as each case requires;
- Publish guidelines on professional fees and scope of work on an annual basis;
- Recognise VAs;
- Recommend ECSA's identification of the type of engineering work that may be performed by persons registered in any category to the CBE.

In addition, ECSA is empowered to advise government and other parties and to take the necessary steps to protect the public interest, health and safety, improve standards of engineering services, create awareness of the need to protect the environment, and conduct research.

The professional regulation of engineering in South Africa dates from the Professional Engineers' Act 1968 (Act 81 of 1968) that provided for the registration of Professional Engineers.

The EPA expanded registration to Engineering Technologists, Engineering Technicians, and Certificated Engineers. The EPA established ECSA in its present form and gave professional status to Engineering Technologists, Engineering Technicians, and Certificated Engineers.

# 8. ORGANISATIONAL EXECUTIVE STRUCTURE

**Mr Sipho Madonsela,** Pr Eng
Chief Executive Officer

**Ms Millicent Kabwe**
Executive: Strategic Services (Acting)

**Ms Zola Khoza**
Executive: In the Office of the CEO

**Mr Edmund Nxumalo**
Executive: Research, Policy and Standards

**Mr Boitumelo (Cox) Mokgoro**
Executive: Financial Services

PART B

# PERFORMANCE INFORMATION

# 1. PERFORMANCE INFORMATION

## 1.1. SITUATIONAL ANALYSIS

In keeping with good corporate governance and legislative requirements, ECSA is required to develop a strategic framework when to guide its operations for the five-year term.

The 2020-2025 Strategic Plan seeks to position ECSA as an effective regulator, and with the aim of achieving this goal, the Plan has given effect to five (5) strategic programmes concomitant with strategic goals that will be used in tandem as a vehicle to ensure that ECSA becomes an effective regulator as envisioned in the strategy. The following are the programmes developed in the 2020-2025 Strategic Plan:

### PROGRAMME 1: EDUCATION & TRAINING STANDARDS

**STRATEGIC GOAL:** Establishing quality engineering education and training programmes.

ECSA has determined education policies and standards that are globally competitive and aligned to the International Engineering Alliance (IEA). As of March 2021, ECSA had accredited 222 engineering programmes.

### PROGRAMME 2: REGISTRATION OF CANDIDATES AND COMPETENT ENGINEERING PROFESSIONALS

**STRATEGIC GOAL:** Registering in the engineering profession all professionals practicing in the field of engineering.

The implemented registration system has reduced registration turn-around times from 18-24 months to four months. There is a solid database of Registered Persons supporting the registration process and in turn assisting administration in processing applications timeously. Over 55 000 engineering practitioners have been registered with ECSA as on 31 March 2021.

### PROGRAMME 3: ASSURING ONGOING PROFESSIONAL COMPETENCE

**STRATEGIC GOAL:** Maintaining levels of competence among registered professionals by means of ongoing and continuing professional development programmes and initiatives.

The CPD policy, guidelines, procedures, and implementation models are in place. The CPD model designates the ECSA as the sole custodian of CPD, while role players such as Voluntary Associations (VA's), Higher Education Institutions (HEI's) and CPD Service Providers perform important functions primarily delegated and monitored by ECSA.

The focus of the 2020/2021 financial year was to implement Level 1 of the CPD Standard. During the reporting period the following was achieved: CPD task team was established for the provision of oversight on the implementation of the CPD Standard (ECPD-01-STA) and ensure transparency and effective implementation of the ECSA CPD model; a total of 42 CPD licensed-body applications were invited, processed and reviewed; and recognised ECSA licensed bodies were officially informed of their approved status provided with their unique licensed-body numbers and certificates.

### PROGRAMME 4: PROFESSIONAL PRACTICE

**STRATEGIC GOAL:** Establishing quality and safe engineering practices.

The code of conduct for registered persons is in place and was reviewed during the 2020/21 financial year. The administration is in the process of finalising the framework for the development of the code of practice. The Council of Built Environment gazetted the Identification of Work (IDoEW) for engineering practitioners during the 2020/21 financial year.

### PROGRAMME 5: COMPETENT, EFFICIENT AND EFFECTIVE DELIVERY/ SUPPORT STRUCTURE

**STRATEGIC GOAL:** Providing efficiencies around delivery and support structure with a view to executing the ECSA mandate.

Council has approved the new Organisational Design (OD) that was conceptualised and approved to ensure that there is human resource to support the implementation of the five -year strategy.

In addition, there has been an establishment of two new committees to support Council namely, Continuing Professional Development (CPD) and Training Academy and Development (TADC).

## PERFORMANCE ENVIRONMENT

ECSA has aligned its strategy to the DPWI's as the accounting authority and the Council for the Built Environment as the body charged with an oversight role over the six Built Environment Professional Councils. ECSA is of the view that the strategic objectives identified will impact positively on the socio-economic growth and development of South Africa. The following are the strategic goals and objectives of ECSA within its context and in alignment with the national priorities:

- Recognising engineering practitioners through minimum acceptable, relevant, and globally accepted educational standards;
- Registering engineering practitioners through accessible, fair, transparent, efficient, and credible systems;
- Growth and retention of registered engineering practitioners;
- Achieve growth of the engineering profession by increasing the number of engineering practitioners to meet the existing and future demands;
- Engineering practitioners successfully renew their registration through fair, credible, transparent, and accessible processes;
- Promote public awareness of the profession and its standards through public education, information, and awareness programmes;
- Protection of the health, safety, and interests of the public through effective regulation of the profession;
- Regulate the profession in accordance with the legislative requirements;
- Research strategic contributions the profession could make to support national programmes including, but not limited to, NDP, NIP, and the national beneficiation strategy;
- Be responsive to decision-makers through excellent stakeholder relationships;
- Development of funding proposals for implementation of specific projects from government and other stakeholders; and
- Manage a sustainable, transformed, and coherent organisation that is capable of delivering the impact desired by its stakeholders and society.

## 1.2. ANNUAL PERFORMANCE MONITORING AND EVALUATION REPORT

| PROGRAMME DESCRIPTION (STRATEGIC GOAL) | STRATEGIC OBJECTIVE (OUTCOME) | PERFORMANCE INDICATOR NO. | ANNUAL PERFORMANCE INDICATOR DESCRIPTION | REPORTING PERIOD | ACTUAL ACHIEVEMENT 2019/20 | PLANNED TARGET 2020/21 | ACTUAL TARGET ACHIEVED 2020/21 | ACHIEVED/ NOT ACHIEVED AS PER MANAGEMENT RESULTS | ACHIEVED/ NOT ACHIEVED AS PER THE AUDITORS RESULTS | DEVIATION FROM THE PLANNED TARGET TO ACTUAL ACHIEVEMENT 2019/20 | COMMENT ON DEVIATION/ROOT CAUSE FOR NON-ACHIEVEMENT | REMEDIAL ACTION/ CORRECTIVE ACTION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PROGRAMME 1 | | | | | | | | | | | | |
| Determination of education standards | Globally competitive education standards that are recognised internationally | 1.1.1 | Retention of Educational Accords and Competency Agreements with the International Engineering Alliance (IEA) | Annually | N/A | 100% compliance with IEA requirements | 100% compliance with IEA requirements | Achieved | Achieved | N/A | N/A | N/A |
| Determination of education standards | Globally competitive education standards that are recognised internationally | 1.1.2 | Regulatory standards aligned with ECSA policy and standards development framework | Bi-Annually | N/A | Review and align 6 Standards with the policy and standards development framework | Review and align 6 Standards with the policy and standards development framework | Achieved | Achieved | N/A | N/A | N/A |
| Determination of education standards | Appropriate framework in place to accommodate future and innovative developments such as the 4th industrial revolution | 1.2.1 | Research report on impact of the 4th Industrial Revolution on educational outcomes | Annually | N/A | Research report on impact of the 4th Industrial Revolution on educational outcomes | Review and align 6 Standards with the policy and standards development framework | Achieved | Achieved | N/A | N/A | N/A |

| PROGRAMME DESCRIPTION (STRATEGIC GOAL) | STRATEGIC OBJECTIVE (OUTCOME) | PERFORMANCE INDICATOR NO. | ANNUAL PERFORMANCE INDICATOR DESCRIPTION | REPORTING PERIOD | ACTUAL ACHIEVEMENT 2019/20 | PLANNED TARGET 2020/21 | ACTUAL TARGET ACHIEVED 2020/21 | ACHIEVED/ NOT ACHIEVED AS PER MANAGEMENT RESULTS | ACHIEVED/ NOT ACHIEVED AS PER THE AUDITORS RESULTS | DEVIATION FROM THE PLANNED TARGET TO ACTUAL ACHIEVEMENT 2019/20 | COMMENT ON DEVIATION/ROOT CAUSE FOR NON-ACHIEVEMENT | REMEDIAL ACTION/ CORRECTIVE ACTION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PROGRAMME 2 | | | | | | | | | | | | |
| Registration of all professionals in the engineering profession who practice in the field of engineering | Efficient registration of compliant professionals | 2.1.1 | % of fully compliant professional applications processed within the set turnaround time of 4 months | Quarterly | 100% | 50% | 82,46% | Over-achieved | Over-achieved | 32,46% | During the financial year 2020/2021, the upgrading of tools of trade during the lockdown period (specifically laptop distribution to staff) allowed for administrators to process application over a longer working day. In addition to this, the migration from face-to-face panels to virtual panels for interviews offered faster turn-around times. Finally, the efficient incorporation of monitoring and evaluation tools by management ensured the timeous finalisation of application. | N/A |
| Registration of all professionals in the engineering profession who practice in the field of engineering | Efficient registration of compliant candidate | 2.2.1 | % of fully compliant candidate applications processed within set turnaround time of 14 days. | Quarterly | 100% | 87,5% | 91,65% | Over-achieved | Over-achieved | 4,15% | During the financial year 2020/2021, the upgrading of tools of trade during the lockdown period (specifically laptop distribution to staff) allowed for administrators to process application over a longer working day. In addition to this, the migration from face-to-face panels to virtual panels for interviews offered with faster turn-around times. Finally, the efficient incorporation of monitoring and evaluation tools by management ensured the timeous finalisation of application. | N/A |

| PROGRAMME DESCRIPTION (STRATEGIC GOAL) | STRATEGIC OBJECTIVE (OUTCOME) | PERFORMANCE INDICATOR NO. | ANNUAL PERFORMANCE INDICATOR DESCRIPTION | REPORTING PERIOD | ACTUAL ACHIEVEMENT 2019/20 | PLANNED TARGET 2020/21 | ACTUAL TARGET ACHIEVED 2020/21 | ACHIEVED/ NOT ACHIEVED AS PER MANAGEMENT RESULTS | ACHIEVED/ NOT ACHIEVED AS PER THE AUDITORS RESULTS | DEVIATION FROM THE PLANNED TARGET TO ACTUAL ACHIEVEMENT 2019/20 | COMMENT ON DEVIATION/ROOT CAUSE FOR NON-ACHIEVEMENT | REMEDIAL ACTION/ CORRECTIVE ACTION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Registration of all professionals in the engineering profession who practice in the field of engineering | Retention of registered candidates | 2.3.1 | Research report on candidate retention strategies | Annually | N/A | 1 Research report on candidate retention strategies | 1 Research report on candidate retention strategies produced. | Achieved | Achieved | N/A | N/A | N/A |
| Registration of all professionals in the engineering profession who practice in the field of engineering | Development of ECSA research capability | 2.4.1 | ECSA Research Framework | Annually | N/A | 1 Research framework developed | 1 Research framework developed | Achieved | Achieved | N/A | N/A | N/A |
| PROGRAMME 3 | | | | | | | | | | | | |
| Registered Professionals maintain their level of competence through on-going and continuing professional development programmes and initiatives | CPD Model and Program in place with enhanced accessibility even to remote professionals | 3.1.1 | Percentage implementation of the approved CPD Standard (ECPD-STD-01) | Annually | N/A | 10% of the four-year project plan completed. | 10% of the four-year project plan completed. | Achieved | Achieved | N/A | N/A | N/A |
| PROGRAMME 4 | | | | | | | | | | | | |
| Quality and safe engineering practices | Quality driven professional practice standards | 4.1.1 | Identification of work report and submission of identification of work policy to CBE for gazetting | Annually | N/A | 1 report for submission to CBE | 1 report submitted to CBE | Achieved | Achieved | N/A | N/A | N/A |

| PROGRAMME DESCRIPTION (STRATEGIC GOAL) | STRATEGIC OBJECTIVE (OUTCOME) | PERFORMANCE INDICATOR NO. | ANNUAL PERFORMANCE INDICATOR DESCRIPTION | REPORTING PERIOD | ACTUAL ACHIEVEMENT 2019/20 | PLANNED TARGET 2020/21 | ACTUAL TARGET ACHIEVED 2020/21 | ACHIEVED/ NOT ACHIEVED AS PER MANAGEMENT RESULTS | ACHIEVED/ NOT ACHIEVED AS PER THE AUDITORS RESULTS | DEVIATION FROM THE PLANNED TARGET TO ACTUAL ACHIEVEMENT 2019/20 | COMMENT ON DEVIATION/ROOT CAUSE FOR NON-ACHIEVEMENT | REMEDIAL ACTION/ CORRECTIVE ACTION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Quality and safe engineering practices | Ethical professional Standards | 4.2.1 | Gap analysis report and an enhanced code of conduct | Annually | N/A | Revised Code of Conduct | Revised Code of Conduct developed | Achieved | Achieved | N/A | N/A | N/A |
| Quality and safe engineering practices | Effective Regulator enforcing compliance with the Codes of practice and conduct | 4.3.1 | Establish short-term and long-term enforcement tools | Annually | N/A | Revised and developed professional conduct enforcement mechanisms | Revised and developed professional conduct enforcement mechanisms | Achieved | Achieved | N/A | N/A | N/A |
| PROGRAMME 5 | | | | | | | | | | | | |
| Delivery and Support Structure to provide efficiencies for execution of ECSA mandate. | Capable and competent organisation | 5.1.1 | Aligned HR functional strategies | Annually | N/A | Reviewed four (4) and developed two (2) HR functional strategies | Reviewed four (4) and developed two (2) HR functional strategies | Achieved | Achieved | N/A | N/A | N/A |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Capable and competent organisation | 5.1.2 | Change management (OD) plan and % implementation | Annually | N/A | 25% of the OD plan implemented | 33% of the OD plan implemented | Over-achieved | Over-achieved | 8% over-achievement | HR Centres of Excellence (CoE) responsible for a complete delivery on a key performance area | N/A |

| PROGRAMME DESCRIPTION (STRATEGIC GOAL) | STRATEGIC OBJECTIVE (OUTCOME) | PERFORMANCE INDICATOR NO. | ANNUAL PERFORMANCE INDICATOR DESCRIPTION | REPORTING PERIOD | ACTUAL ACHIEVEMENT 2019/20 | PLANNED TARGET 2020/21 | ACTUAL TARGET ACHIEVED 2020/21 | ACHIEVED/ NOT ACHIEVED AS PER MANAGEMENT RESULTS | ACHIEVED/ NOT ACHIEVED AS PER THE AUDITORS RESULTS | DEVIATION FROM THE PLANNED TARGET TO ACTUAL ACHIEVEMENT 2019/20 | COMMENT ON DEVIATION/ROOT CAUSE FOR NON-ACHIEVEMENT | REMEDIAL ACTION/ CORRECTIVE ACTION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Modern and efficient technology tools] – A fully digitized ECSA appropriately positioned for the 4th Industrial Revolution with adequate information security and disaster recovery capability | 5.2.1 | Feasibility analysis report on digitalisation ECSA operations (systems, processes, data, infrastructure and integration capabilities) | Annually | N/A | Feasibility report | Feasibility report produced. | Achieved | Achieved | N/A | N/A | N/A |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Modern and efficient technology tools – A fully digitised ECSA appropriately positioned for the 4th Industrial Revolution with adequate information security and disaster recovery capability | 5.2.2 | Disaster recovery plan and implementation of plan | Annually | N/A | Implementation of the Disaster Recovery Plan as per timeframes on the approved plan | No implementation of the disaster recovery plan occurred during the review period | Not achieved | Not achieved | -100% | The disaster recovery plan was initiated by the ICT consultant. However, due to unforeseen circumstances, it was not finalised. | The disaster recovery plan is set to be finalised in 2021/22 Q2 |

| PROGRAMME DESCRIPTION (STRATEGIC GOAL) | STRATEGIC OBJECTIVE (OUTCOME) | PERFORMANCE INDICATOR NO. | ANNUAL PERFORMANCE INDICATOR DESCRIPTION | REPORTING PERIOD | ACTUAL ACHIEVEMENT 2019/20 | PLANNED TARGET 2020/21 | ACTUAL TARGET ACHIEVED 2020/21 | ACHIEVED/ NOT ACHIEVED AS PER MANAGEMENT RESULTS | ACHIEVED/ NOT ACHIEVED AS PER THE AUDITORS RESULTS | DEVIATION FROM THE PLANNED TARGET TO ACTUAL ACHIEVEMENT 2019/20 | COMMENT ON DEVIATION/ROOT CAUSE FOR NON-ACHIEVEMENT | REMEDIAL ACTION/ CORRECTIVE ACTION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | IT system supporting ECSA business processes | 5.3.1 | Operational, integrated and efficient ECSA IT systems supporting business processes | Annually | N/A | Implementation of the IT Strategic Systems according to approved implementation plan | No implementation of strategic systems occurred during the review period | **Not achieved** | **Not achieved** | -100% | The strategic initiatives were prioritised and consequently included in the ECSA digitalisation project. | These will be delivered as part of the digitalisation project in Q3 and Q4 according to the programme schedule that will be finalised after the appointment of the digitalisation service provider. |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Viable and sustainable revenue collection system | 5.4.1 | ECSA maintains a positive cash flow position throughout the year | Annually | N/A | ECSA available cash resources are a minimum of 5 times its monthly expenditure | ECSA available cash resources are a minimum of 11 times its monthly expenditure | **Over-achieved** | **Over-achieved** | Additional 6 times monthly expenditure coverage was achieved. | Improved collection system | N/A |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Viable and sustainable revenue collection system | 5.4.2 | Revenue due to ECSA collected. | Quarterly | N/A | 72% of revenue billed collected | 92% of revenue bill collected | **Over-achieved** | **Over-achieved** | +20% over-achievement. | Improved collection system | N/A |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Good corporate governance | 5.5.1 | ECSA corporate governance framework in place | Annually | N/A | 25% implementation of governance improvement plan | 25% implementation of governance improvement plan | **Achieved** | **Achieved** | N/A | N/A | N/A |

| PROGRAMME DESCRIPTION (STRATEGIC GOAL) | STRATEGIC OBJECTIVE (OUTCOME) | PERFORMANCE INDICATOR NO. | ANNUAL PERFORMANCE INDICATOR DESCRIPTION | REPORTING PERIOD | ACTUAL ACHIEVEMENT 2019/20 | PLANNED TARGET 2020/21 | ACTUAL TARGET ACHIEVED 2020/21 | ACHIEVED/ NOT ACHIEVED AS PER MANAGEMENT RESULTS | ACHIEVED/ NOT ACHIEVED AS PER THE AUDITORS RESULTS | DEVIATION FROM THE PLANNED TARGET TO ACTUAL ACHIEVEMENT 2019/20 | COMMENT ON DEVIATION/ROOT CAUSE FOR NON-ACHIEVEMENT | REMEDIAL ACTION/ CORRECTIVE ACTION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Good corporate governance | 5.5.2 | Monitor, review and evaluate ISO 9001 Implementation according to approved internal QMS Audit Plan certification | Annually | N/A | Internal QMS Audit Report | Internal QMS Audit Report developed | Achieved | Achieved | N/A | N/A | N/A |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Good corporate governance | 5.5.3 | Compliance legal and governance universe register | Annually | N/A | Compliance gap analysis report | Compliance gap analysis report not performed | Not achieved | Not achieved | -100% | Deferred to 2021/22 to allow for the appointment of the Manager: Compliance | Deferred to 2021/22 to allow for the appointment of the Manager: Compliance |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Stakeholder management | 5.6.1 | ECSA Brand Repositioning Strategy implementation | Annually | N/A | 10% Completion of the approved project plan activities | 10% Completion of the approved project plan activities | Achieved | Achieved | N/A | N/A | N/A |
| Delivery and Support Structure provide efficiencies for execution of ECSA mandate. | Stakeholder management | 5.6.2 | Enhanced stakeholder engagement strategy and develop an implementation plan | Annually | N/A | Enhanced stakeholder engagement strategy and developed implementation plan | Enhanced stakeholder engagement strategy and developed implementation plan | Achieved | Achieved | N/A | N/A | N/A |

# 2. STRATEGIC SERVICES FUNCTIONS

## 2.1 ROAD TO REGISTRATION

During the 2020/2021 financial year, the need for social distancing has meant that thousands of business events have had to be cancelled or postponed. ECSA has not been spurred the challenge of finding new and innovative ways to host information sharing workshops. It has conducted several virtual professional road-to-registration workshops that sought to address candidate engineers on initiatives to close challenges experienced during the registration assessment process.

The virtual Road to Registration workshops that were conducted are shown in table below.

## 2.2 ENHANCEMENT OF STAKEHOLDER RELATIONS AND THE ROLL-OUT OF THE MARKETING IMPLEMENTATION PLAN

### 2.2.1. STAKEHOLDER ENGAGEMENT STRATEGY

ECSA has multiple internal and external stakeholders, and stakeholder-relationship management and engagement are deemed critical to its effectiveness as a regulator seeking to assure engineering excellence. To this end, during the 2020/21 financial year ECSA developed a stakeholder engagement strategy, which aims to contribute significantly to the delivery of the overall ECSA mandate by providing support for the development and implementation of strategies aimed at achieving our strategic goals as stipulated in our 2020-2025 strategic plan.

*Figure 1: The Road to Registration*

| STAKEHOLDER | DATE | FACILITATOR | NUMBER OF ATTENDEES | PLATFORM |
|---|---|---|---|---|
| **UNIVERSITIES** | | | | |
| **Vaal University of Technology** | 12 November 2020 | Thulasizwe Innocent Mashiyane | 15 | Microsoft Teams |
| **Stellenbosch University** | 23 September 2020 | Tshifhiwa Gavhi | 53 | Microsoft Teams |
| **University of Johannesburg** | 10 September 2020 | Jones Moloisane | 201 | Microsoft Teams |
| **University of Pretoria** | 19 March 2020 | Elekanyani Ndlovu | 235 | Microsoft Teams |
| **Durban University of Technology** | 28 January 2020 | Lukhanyo Nyakaza | 23 | Microsoft Teams |
| **PRIVATE SECTOR** | | | | |
| **AOS Consulting** | 14 January 2021 | Mduduzi Msibi | 6 | Microsoft Teams |
| **Mariswe (Pty) Ltd** | 29 September 2020 | Jerry Kae | 29 | Microsoft Teams |
| **GOVERNMENT** | | | | |
| **Water Institute of Southern Africa** | 15 March 2021 | Mduduzi Msibi | 34 | Microsoft Teams |
| **KZN Provincial Government** | 26 February 2021 | Eric Nene | 13 | Microsoft Teams |
| **Eastern Cape Department of Rural Development and Agriculture** | 11 December 2020 | Jones Moloisane | 10 | Microsoft Teams |
| **Sentech SOC** | 07 October 2020 | Thembinkosi Madikane | 17 | Microsoft Teams |
| **Eskom (Kendal Power Station)** | 05 August 2020 | Lebo Maphumulo | 35 | Microsoft Teams |
| **PUBLIC** | | | | |
| **Non-registered** | 18 November 2020 | Elekanyani Ndlovu | 64 | Microsoft Teams |
| **Non-registered** | 04 November 2020 | Lukhanyo Nyakaza | 41 | Microsoft Teams |
| **Non-registered** | 04 November 2020 | Lukhanyo Nyakaza | 68 | Microsoft Teams |
| **Non-registered** | 16 October 2020 | Mduduzi Msibi | 60 | Microsoft Teams |
| **Non-registered** | 13 October 2020 | Refilwe Mokgosi | 55 | Microsoft Teams |
| **Non-registered** | 04 November 2020 | Lukhanyo Nyakaza | 68 | Microsoft Teams |

*Table 2: Key Stakeholders*

| STAKEHOLDER CATEGORISATION | STAKEHOLDER NAME |
|---|---|
| **ECSA primary stakeholders** | • Registered persons<br>• Department of Public Works and Infrastructure<br>• Recognised Voluntary Associations<br>• Institutions on Higher Learning<br>• ECSA staff members<br>• ECSA Council<br>• Council for Built Environment<br>• Engineering industry experts |
| **ECSA secondary stakeholders** | • Members of the public<br>• Council of Higher Education<br>• Employer bodies<br>• South African Qualifications Authority<br>• The media |

In keeping with this strategy, which has been approved, our stakeholders were identified along with their levels of influence, and were analysed based on the results of market research that ECSA commissioned during the 2019/20 financial year. During that financial year, ECSA constantly engaged with its stakeholders with the purpose of understanding their needs and expectations. ECSA used the following platforms for this goal:

- Surveys (questionnaires)
- Market research

Stakeholders were mapped according to their level of influence. The mapping was informed by insights prompted by market research.

The key stakeholders shown in the table above have been identified, as based on their level of influence in ECSA:

### 2.2.2. MARKETING IMPLEMENTATION PLAN

During this financial reporting year, ECSA finalised the marketing strategy and started with the implementation of the strategy. The strategy is aimed at providing a pathway for ECSA to retain its existing clientele and attracting more engineers who would apply for professional registration and stay within the regulatory body. The strategy was informed by the results of the research study that ECSA had commissioned during the 2019/20 financial year to analyse general perceptions among its stakeholders.

Following the approval of the ECSA marketing strategy, a marketing implementation plan was developed that indicated activities that are to be implemented. ECSA rolled out ten percent of the activities in the implementation plan during 2020/21 financial year.

The following are highlights of the marketing communication activities entertained with internal and external stakeholders by means of various innovative technology platforms.

#### 2.2.2.1. STAKEHOLDER EVENTS

University students are important stakeholders for ECSA and, given this, it is important to create a strong bond with all engineering students. During this reporting year, ECSA participated in one university career fair. As social distancing and online learning had been implemented, UJ hosted a virtual career fair under the banner of PsyCad Career Services. ECSA participated at this fair on 22 and 23 September 2020. This was a great way for students and ECSA to network, engage and connect, providing an opportunity for students to ask questions and for ECSA to provide tips to students who were seeking to land their next career position in engineering. Seven hundred and seventeen (717) students attended the fair.

2.2.2.2 EXTERNAL COMMUNICATION

| DATE | ITEM | INFORMATION | COMMUNICATION CHANNEL |
|---|---|---|---|
| January 2021<br>November 2020<br>September 2020<br>July 2020 | **Social media campaigns** | CPD exemption requirements.<br>International register .<br>CPD licensed body and CPD service providers.<br>Overarching Code of Practice. | • Twitter and Facebook |
| 15 December 2020 | **New ECSA Leadership** | Announcement:<br>• ECSA 6th term Council*.<br>• New ECSA President.<br>• New Vice President. | • Twitter and Facebook |
| 07 December 2020 | **E-Bulletin (third edition)** | This edition of E-Bulletin profiled the 2020-2025 ECSA strategy. This strategy sets the trajectory for the next five years for the organisation. The newsletter features an update of the Identification of Engineering Work (IDoEW) process. | • Email |
| 02 November 2020 | **Exemption on Continued Professional Development (CPD) requirements** | The Engineering Council of South Africa, resolved to relax Continued Professional Development (CPD) requirements and exempt all registered persons from complying with these for the year of 2020. | • Email<br>• Website<br>• Social Media |
| 02 November 2020 | **CPD requirements** | ECSA has resolved to relax the Continued Professional Development (CPD) requirements and exempt all registered persons from complying with the requirements for the year of 2020. | • Website |
| 02 November 2020 | **Draft discipline-specific training guides** | • Proposed ECSA Draft Discipline-Specific Training Guides Consultation Letter.*<br>• Draft *discipline-specific training guides for<br>- Candidate professional engineers.<br>- Candidate engineering technologist and<br>- candidate engineering technicians in mechatronics engineering. | • Email<br>• Website |
| 09 October 2020 | **Survey** | ECSA stakeholder engagement survey. | • Twitter and Facebook |
| 29 September 2020 | **E- Bulletin (Second edition)** | Highlighted the impact of lockdown in various sectors, including the engineering and built environments, as the entire labour force was not permitted to be on sight. Notwithstanding these challenges, the industry continued in its strides to ensure a capacitated sector. | • Email |
| 17 September 2020 | **International Register** | The Engineering Council of South Africa distributed communique on the opportunity to Registered Professional Engineers, Professional Engineering Technologists, Professional Engineering Technicians to sign up on the International Register FREE OF CHARGE. | • Email<br>• Website<br>• Social Media |
| 20 August 2020 | **ECSA opinion pieces** | ECSA chief says "new normal" involves putting expertise together for the greater good.<br>Lack of female representation in the workforce is a barrier to gender equality. | • Twitter and Facebook |

2.2.2.2 EXTERNAL COMMUNICATION (CONTINUED)

| DATE | ITEM | INFORMATION | COMMUNICATION CHANNEL |
|---|---|---|---|
| 13 August 2020 | **Guideline Scope of Services and Tariff of Fees Consultation** | Stakeholders were invited to comment and make inputs into the Draft ECSA Professional Fees Guidelines. ECSA distributed a Proposed ECSA Professional Fees Guidelines Letter, comments sheet for proposed ECSA Professional Fees Guidelines*, Guideline Scope of Services and Tariff of Fees for Persons Registered in terms of the Engineering Profession Act 2000. * | • Email<br>• Website |
| 26 June 2020 | **E-Bulletin** | This edition explored the reality of having to operate on new grounds due to the impact of COVID-19. Even as this new paradigm shift is introducing the new normal, the engineering sector finds itself having to strike a balance between ensuring safety, stimulating the economy and assisting the country through its expertise so as to maintain existing infrastructure, while simultaneously having to devise new ways of designing infrastructure so as to ensure that even communities who find themselves in informal settlements are safe. | • Email |
| 20 April 2020 | **Invitation to the VA's to heed government's call to mitigate COVID 19** | On 18 March 2020, and pursuant to President Ramaphosa's declaration of a national state of disaster on 15 March 2020, a national lockdown was announced in terms of regulations regarding section 27(2) of the Disaster Management Act 2002. | • Email |
| 13 April 2020 | **Guideline: scope of services and tariff of fees consultation** | • Comments sheet for proposed ECSA professional fees guidelines.<br>• Proposed ECSA Professional Fees Guidelines Letter and guideline scope of services and tariff of fees for persons registered. | • Website<br>• Email |
| 28 January 2020 | **Overarching *Code of Practice for the Performance of Engineering Work** | Engineering Council of South Africa (ECSA) finalised and approved the Overarching Code of Practice for the Performance of Engineering Work. ECSA subsequently distributed an information sheet explaining this code to the private sector. | • Email<br>• Website<br>• Social Media |

2.2.2.3. SOME OF THE HIGHLIGHTS ON MEDIA COVERAGE AND PUBLICITY

| DATE | ITEM | INFORMATION | COMMUNICATION CHANNEL |
|---|---|---|---|
| 01 January 2020 | **Press statement** | ECSA gears itself to host the IEA 2020 IEAM. | Email |
| 03 July 2020 | **Media response** | Suspension of ECSA satellite centre. | Email |
| 07 July 2020 | **Press statement** | Covid-19 calls for a new norm. | Email |
| 17 August 2020 | **E-press statement** | ECSA offers free registration on the international register. | Email |
| 18 August 2020 | **E-press statement** | Lack of female representation in the workforce is a barrier to gender equality. | Email |
| 02 November 2020 | **Press statement** | ECSA inaugurates newly appointed 6th term Council. | Email |

# 3. RECOGNISED VOLUNTARY ASSOCIATIONS

The following Voluntary Associations are recognised by the Engineering Council of Africa according to the Newly Gazetted VA Framework:

| CATEGORY A | |
|---|---|
| **ASSOCIATION** | **Aeronautical Society of South Africa (AeSSA)** |
| **TELEPHONE** | 012 841 4947/ 012 841 2114 |
| **FAX** | (012) 641 2706 |
| **E-MAIL** | info@aessa.org.za/president@aessa.org.za |
| **DATE RECOGNISED** | 30 April 2019 |
| **ASSOCIATION** | **Association of Municipal Electricity Undertakings (AMEU)** |
| **TELEPHONE** | (011) 061 5000 |
| **FAX** | (011) 789 1385 |
| **E-MAIL** | adrie@vdw.co.za |
| **DATE RECOGNISED** | 01 April 2019 |
| **ASSOCIATION** | **Association of Mine Managers of South Africa (AMMSA)** |
| **TELEPHONE** | (011) 568 2050 |
| **FAX** | (086) 517 1939 |
| **E-MAIL** | raymondvdb@mpas.org.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Association of Mine Resident Engineers (AMRE)** |
| **TELEPHONE** | (011) 568 2050 |
| **FAX** | (086) 517 1939 |
| **E-MAIL** | raymondvdb@mpas.org.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHREA)** |
| **TELEPHONE** | (031) 563 2318 |
| **FAX** | N/A |
| **E-MAIL** | pres@ashraesa.org |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **The Chamber of Engineering Technology (COET)** |
| **TELEPHONE** | (011) 787 9706 |
| **FAX** | (086) 664 7963 |
| **E-MAIL** | engineer@netactive.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Concrete Society of Southern Africa (CSSA)** |
| **TELEPHONE** | (012) 348 5305 |
| **FAX** | (012) 348 6944 |
| **E-MAIL** | admin@concretesociety.co.za ; ceo@concretesociety.co.za |
| **DATE RECOGNISED** | 15 February 2019 |

| | |
|---|---|
| **ASSOCIATION** | **Institution of Certificated Mechanical and Electrical Engineering (ICMEESA)** |
| **TELEPHONE** | (011) 425 0585 |
| **FAX** | (086) 262 1061 |
| **E-MAIL** | icmeesa@icmeesa.org.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Institution of Municipal Engineering of Southern Africa (IMESA)** |
| **TELEPHONE** | (031) 266 3263 |
| **FAX** | (031) 266 5094 |
| **E-MAIL** | info@imesa.org.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **International Council on Systems Engineering (SA Chapter) (INCOSE SA)** |
| **TELEPHONE** | 083 417 7541 |
| **FAX** | (018) 841 3179 |
| **E-MAIL** | jorg.lack@up.ac.za / president@incose.org.za |
| **DATE RECOGNISED** | 01 April 2019 |
| **ASSOCIATION** | **Institute of Professional Engineering Technologists (IPET)** |
| **TELEPHONE** | (011) 787 9706 |
| **FAX** | (086) 664 7963 |
| **E-MAIL** | engineer@netactive.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Institution of Railway Signal Engineers, Southern Africa Section (IRSE)** |
| **TELEPHONE** | (011) 844 1456 |
| **FAX** | N/A |
| **E-MAIL** | Ryan.gould@hatch.com |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Lifting Equipment Engineering Association of South Africa (LEEASA)** |
| **TELEPHONE** | (011) 789 1302/ 079 658 5602 |
| **FAX** | N/A |
| **E-MAIL** | info@liftingafrica.co.za |
| **DATE RECOGNISED** | 30 April 2019 |
| **ASSOCIATION** | **Lift Inspectors Association of South Africa (LIASA)** |
| **TELEPHONE** | (011) 78 907 0133/ 083 787 9455 |
| **FAX** | N/A |
| **E-MAIL** | iliasa@zamail.co.za |
| **DATE RECOGNISED** | 30 April 2019 |
| **ASSOCIATION** | **South African Black Technical and Allied Careers Organisation (SABTACO)** |
| **TELEPHONE** | (011) 403 2165 |
| **FAX** | 0860 672 6735 |
| **E-MAIL** | sabtaco1@iafrica.com |
| **DATE RECOGNISED** | 19 July 2019 |

| | |
|---|---|
| **ASSOCIATION** | **South African Colliery Engineers Association (SACEA)** |
| **TELEPHONE** | (011) 568 2050 |
| **FAX** | 086 517 1939 |
| **E-MAIL** | raymondvdb@mpas.org.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **South African Colliery Managers Association (SACMA)** |
| **TELEPHONE** | (011) 568 2050 |
| **FAX** | (011) 517 1939 |
| **E-MAIL** | raymondvdb@mpas.org.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **South African Flameproof Association (SAFA)** |
| **TELEPHONE** | (011) 061 5000 |
| **FAX** | 086 679 4500 |
| **E-MAIL** | Paul.meanwell@mining.komatsu |
| **DATE RECOGNISED** | 01 April 2019 |
| **ASSOCIATION** | **South African Institute of Agricultural Engineers (SAIAE)** |
| **TELEPHONE** | 072 928 3628 |
| **FAX** | 086 293 9918 |
| **E-MAIL** | boeboe@saili.co.za |
| **DATE RECOGNISED** | 07 June 2019 |
| **ASSOCIATION** | **South African Institute of Electrical Engineers (SAIEE)** |
| **TELEPHONE** | 011 487 3003 |
| **FAX** | (086) 645 1586 |
| **E-MAIL** | sicelo@saiee.org.za |
| **DATE RECOGNISED** | 15 February 2019 |
| **ASSOCIATION** | **South African Institution of Civil Engineers (SAICE)** |
| **TELEPHONE** | 011 805 5947 |
| **FAX** | (086) 560 6250 |
| **E-MAIL** | steven@saice.org.za |
| **DATE RECOGNISED** | 01 April 2019 |
| **ASSOCIATION** | **South African Institution of Chemical Engineers (SAIChe)** |
| **TELEPHONE** | 011 704 5915 |
| **FAX** | 086 672 9430 |
| **E-MAIL** | saiche@mweb.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Southern African Institute for Industrial Engineers (SAIIE)** |
| **TELEPHONE** | 021 420 6478 |
| **FAX** | 011 899 3277 |
| **E-MAIL** | admin@saiie.co.za |
| **DATE RECOGNISED** | 30 August 2018 |

| | |
|---|---|
| **ASSOCIATION** | **South African Institution of Mechanical Engineering (SAIMechE)** |
| **TELEPHONE** | 011 615 5660 |
| **FAX** | N/A |
| **E-MAIL** | info@saimeche.org.za |
| **DATE RECOGNISED** | 31 July 2020 |
| **ASSOCIATION** | **South African Institute of Agricultural Engineers (SAIAE)** |
| **TELEPHONE** | (072) 928 3628 |
| **FAX** | (086) 293 9918 |
| **E-MAIL** | boeboe@saili.co.za |
| **DATE RECOGNISED** | 07 June 2019 |
| **ASSOCIATION** | **Society of Automation, Instrumentation, Measurement and Control (SAIMC)** |
| **TELEPHONE** | (084) 744 2173 |
| **FAX** | (086) 651 5238 |
| **E-MAIL** | johan.maartens@saimc.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **South African Institute of Marine Engineers and Naval Architects (SAIMENA)** |
| **TELEPHONE** | (021) 787 3994 |
| **FAX** | (021) 787 4031 |
| **E-MAIL** | saimena@saimena.co.za |
| **DATE RECOGNISED** | 15 December 2018 |
| **ASSOCIATION** | **South African Institute of Mining and Metallurgy (SAIMM)** |
| **TELEPHONE** | (011) 834 1273/7 |
| **FAX** | (086) 585 2901 |
| **E-MAIL** | sam@saimm.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **South African Institute of Refrigeration and Airconditioning (SAIRAC)** |
| **TELEPHONE** | (041) 373 8080 |
| **FAX** | (041) 531 3340 |
| **E-MAIL** | nationalsecretary@sairac.co.za |
| **DATE RECOGNISED** | 15 December 2018 |
| **ASSOCIATION** | **South African Institute of Welding (SAIW)** |
| **TELEPHONE** | (011) 298 2100 |
| **FAX** | (011) 836 4132 |
| **E-MAIL** | dimitra.kreouzi@saiw.co.za |
| **DATE RECOGNISED** | 15 February 2019 |
| **ASSOCIATION** | **South African National Committee on Large Dams (SANCOLD)** |
| **TELEPHONE** | (012) 460 9100 |
| **FAX** | N/A |
| **E-MAIL** | secretary@sancold.org.za |
| **DATE RECOGNISED** | 15 February 2019 |

| | |
|---|---|
| **ASSOCIATION** | **Society For Asphalt Technology (SAT)** |
| **TELEPHONE** | (011) 709 8420 |
| **FAX** | N/A |
| **E-MAIL** | herman.marias@muchasphalt.com |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Society of Telkom Engineers (STE)** |
| **TELEPHONE** | (012) 848 8375/ 081 354 5732 |
| **FAX** | (012) 311 1850 |
| **E-MAIL** | ste@telkom.co.za ; irma.moraal@telkom.co.za |
| **DATE RECOGNISED** | 28 February 2019 |

| **CATEGORY B** | |
|---|---|
| **ASSOCIATION** | **Aggregate and Sand Producers Association of Southern Africa (ASPASA )** |
| **TELEPHONE** | (011) 791 3321 |
| **FAX** | |
| **E-MAIL** | nico@aspasa.co.za ; accounts@aspasa.co.za |
| **DATE RECOGNISED** | 11 May 2021 |
| **ASSOCIATION** | **Built Environment Professions Export Council (BEPEC)** |
| **TELEPHONE** | (012) 362 0522 |
| **FAX** | 086 668 7880 |
| **E-MAIL** | con@bepec.co.za ; ria@bepec.co.za |
| **DATE RECOGNISED** | 30 January 2019 |
| **ASSOCIATION** | **Clinical Engineering Association of South Africa (CEASA)** |
| **TELEPHONE** | 082 491 2804 |
| **FAX** | 086 681 1845 |
| **E-MAIL** | admin@ceasa.org.za / Mohamed.bera@lenmed.co.za |
| **DATE RECOGNISED** | 20 May 2019 |
| **ASSOCIATION** | **Consulting Engineers South Africa (CESA)** |
| **TELEPHONE** | (011) 463 2022 |
| **FAX** | (011) 463 7383 |
| **E-MAIL** | general@cesa.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Corrosion Institute pf Southern Africa (CorrISA)** |
| **TELEPHONE** | 010 224 0761 |
| **FAX** | N/A |
| **E-MAIL** | director@corrisa.org.za |
| **DATE RECOGNISED** | 01 April 2019 |

| | |
|---|---|
| **ASSOCIATION** | **Contractors Plant Hire Association (CPHA)** |
| **TELEPHONE** | (011) 420 1955 |
| **FAX** | (011) 420 1940 |
| **E-MAIL** | ceo@cpha.co.za |
| **DATE RECOGNISED** | 15 December 2018 |
| **ASSOCIATION** | **Finance and Asset Management Consultants (FAMC)** |
| **TELEPHONE** | (011) 025 9029 |
| **FAX** | 086 687 4775 |
| **E-MAIL** | glad@famc.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **Institute of Electrical and Electronic Engineers South Africa Section (IEEE)** |
| **TELEPHONE** | 082 497 4319 |
| **FAX** | N/A |
| **E-MAIL** | lysko@ieee.org/ Darryn.cornish@ieee.org |
| **DATE RECOGNISED** | 30 April 2019 |
| **ASSOCIATION** | **Illumination Engineering Society of South Africa (IESSA)** |
| **TELEPHONE** | 082 994 0674 |
| **FAX** | N/A |
| **E-MAIL** | president@iessa.org.za |
| **DATE RECOGNISED** | 20 May 2019 |
| **ASSOCIATION** | **Institute of Quarrying Southern Africa (IQSA)** |
| **TELEPHONE** | (011) 704 5037 |
| **FAX** | N/A |
| **E-MAIL** | iqsa@global.co.za |
| **DATE RECOGNISED** | 15 December 2018 |
| **ASSOCIATION** | **Institute of Waste Management of Southern Africa (IWMSA)** |
| **TELEPHONE** | (011) 675 3462 |
| **FAX** | N/A |
| **E-MAIL** | gail@iwmsa.co.za |
| **DATE RECOGNISED** | 19 July 2019 |
| **ASSOCIATION** | **Lift Professionals Development Association (LPDA)** |
| **TELEPHONE** | 082 495 2076 |
| **FAX** | N/A |
| **E-MAIL** | mpaiprojects@gmail.com ; infor@nqoba.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **South African Forum of Civil Engineering Contractors (SAFCEC)** |
| **TELEPHONE** | (011) 409 0900 |
| **FAX** | N/A |
| **E-MAIL** | webster@safcec.org.za |
| **DATE RECOGNISED** | 07 June 2019 |

| | |
|---|---|
| **ASSOCIATION** | **South African Fluid Power Association (SAFPA)** |
| **TELEPHONE** | (011) 465 1126 |
| **FAX** | 086 503 4524 |
| **E-MAIL** | brt@mweb.co.za |
| **DATE RECOGNISED** | 30 August 2018 |
| **ASSOCIATION** | **South African Glass Institute (SAGI)** |
| **TELEPHONE** | 082 808 1452 |
| **FAX** | 086 520 9616 |
| **E-MAIL** | nicholasrw@mweb.co.za |
| **DATE RECOGNISED** | 31 July 2020 |
| **ASSOCIATION** | **South African Institute of Draughting (SAID)** |
| **TELEPHONE** | (021) 975 8191 |
| **FAX** | (021) 532 0261 |
| **E-MAIL** | SAIDraughting@global.co.za |
| **DATE RECOGNISED** | 15 December 2018 |
| **ASSOCIATION** | **Southern African Asset Management Association (SAAMA)** |
| **TELEPHONE** | (011) 061 5000 |
| **FAX** | 086 679 4500 |
| **E-MAIL** | adrie@vdw.co.za |
| **DATE RECOGNISED** | 01 April 2019 |
| **ASSOCIATION** | **South African Road Federation (SARF)** |
| **TELEPHONE** | (011) 394 5634 |
| **FAX** | (011) 394 7934 |
| **E-MAIL** | operations@sarf.org.za |
| **DATE RECOGNISED** | 15 December 2018 |
| **ASSOCIATION** | **South African Society for Railway Engineering (SASRE)** |
| **TELEPHONE** | (011) 805 3537 |
| **FAX** | (011) 315 1258 |
| **E-MAIL** | sizwe.nkosi@transnet.net / security@sasre.org |
| **DATE RECOGNISED** | 10 May 2019 |
| **ASSOCIATION** | **Southern African Society For Trenchless Technology (SASTT)** |
| **TELEPHONE** | (021) 552 4420 |
| **FAX** | (011) 642 4997 |
| **E-MAIL** | director@sastt.org.za ; sam@trenchless.co.za |
| **DATE RECOGNISED** | 30 January 2019 |

# PART C
# GOVERNANCE

## 1. COMPOSITION OF THE COUNCIL

The Engineering Profession Act, 46 of 2000, established the Council as the governing body of ECSA. Section 3 of the Act provides for the composition of the Council. It consists of 50 members appointed by the Minister of Public Works and Infrastructure as the executive authority of the Council.

## 2. COMMITTEE STRUCTURE

The Council has appointed eight (8) high impact committees to enable the discharge of the Council's mandate to enhance organisational efficiency and effectiveness and in line with Council's strategy.

The Council's committee structure is depicted in the figure below.

## 3. EXECUTIVE AUTHORITY

Section 3(1)(a) - Thirty (30) registered persons excluding candidates, of whom at least 20 are actively practising in the engineering profession.

Section 3(1)(b) - Ten (10) persons of whom at least six (6) must be professionals in the service of the State and must actively be practising in the engineering profession.

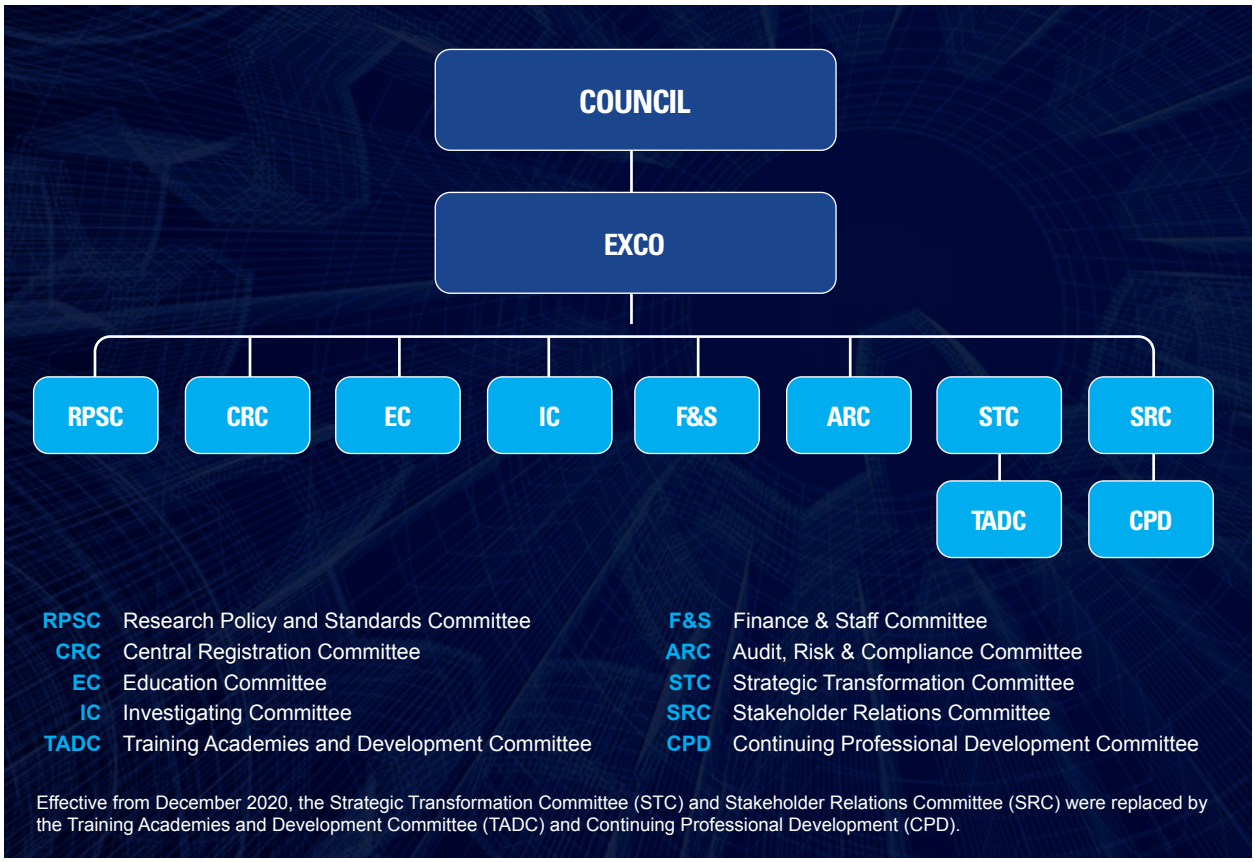
Section 3(1)(c) - Ten (10) members of the public, nominated through an open process of public participation.

## 4. ACCOUNTING AUTHORITY

The term of office for the Council is four years. The Fifth Term Council ended its term in November 2020 and the Sixth Term Council started in December 2020.

In line with governance best practice:

- All members of the Council are non-executive and independent;
- The Council actively plays its role of oversight and giving strategic direction; and
- The Council and council committees' standing orders and terms of reference have been approved by the Council.



# MEMBERS OF THE FIFTH TERM COUNCIL

## FOR THE YEAR UNDER REVIEW

## 5. MEMBERS OF COUNCIL FOR THE YEAR UNDER REVIEW

FIFTH TERM COUNCIL STATISTICS (APRIL 2020 – NOVEMBER 2020)

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 1. | **Ms R H Motsotsoana** | Profession | 29 July 2016 | • Diploma In Mining Engineering (2006)<br>• B.tech In Mining Engineering (2008)<br>• Honours In Mining Engineering (2014) | CRC<br>RPSC | 2/2 |
| 2. | **Prof C A A van Zyl** | Profession | 29 July 2016 | • Nhd Mechanical Engineering 1989<br>• Phd in Mechanical Engineering 2012<br>• M.Tech in Mechanical Engineering 2008 | EC | 2/2 |
| 3. | **Mr C P Stuurman** | Profession | 29 July 2016 | • M.Tech in Electrical Engineering 1995<br>• National Higher Diploma in Telecommunications 1989<br>• National Diploma in Telecommunications 1985 | CRC<br>EXCO | 2/2 |
| 4. | **Mr C V Gamede** | Profession | 29 July 2016 | • B.Sc in Engineering 1986<br>• M.Sc in Engineering 1989 | EXCO | 2/2 |
| 5. | **Dr K I Jacobs** | Profession | 29 July 2016 | • Master of Business Administration (MBA) 1997<br>• Phd in Engineering Management 2010<br>• National Diploma Technicians T4 1982<br>• National Diploma in Post-School Education 1987<br>• Bachelor of Education 1989 | EXCO<br>EC | 1/2 |
| 6. | **Mr T D Memela** | Profession | 29 July 2016 | • Diploma in Electrical Engineering 2007<br>• B.Tech Electrical Engineering 2013<br>• Master of Business Administration (MBA) 2019 | CRC<br>IC | 0/2 |
| 7. | **Ms T Nkambule** | Profession | 29 July 2016 | • Master of Business Administration (MBA) 2012<br>• M.Eng (Electrical) 2008<br>• B.Sc Eng (Electrical) 2002 | STC | 2/2 |
| 8. | **Ms T P Maphumulo** | Profession | 29 July 2016 | • B.Sc in Electrical Engineering 2004<br>• Hitachi on-the-job Training 2012 (Utility)<br>• Eppei 2015<br>• M.Eng (Electrical) 2018 | EXCO<br>CRC<br>SRC | 2/2 |
| 9. | **Vacant** | | | | | |
| 10. | **Vacant** | | | | | |
| 11. | **Vacant** | | | | | |
| 12. | **Mr A H Sommer** | Profession | 29 July 2016 | • Rigger 2013 | EC<br>IC<br>CRC | 1/2 |
| 13. | **Ms T Ramagofu** | Profession | 29 July 2016 | • B.Sc in Engineering 2006 | EXCO<br>IC | 2/2 |

FIFTH TERM COUNCIL STATISTICS (APRIL 2020 – NOVEMBER 2020) (CONTINUED)

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 14. | **Ms R P Madiba** | Profession | 29 July 2016 | • PGD in Business Management<br>• GDE in Industrial Engineering<br>• Masters in Engineering Management | ARC<br>CRC | 2/2 |
| 15. | **Ms S R M Buthelezi** | Profession | 29 July 2016 | • B.Eng in Electrical and Electronic Engineering 2006<br>• Master of Engineering Management 2011<br>• Masters in Business Leadership 2015 | ARC<br>CRC | 2/2 |
| 16. | **Ms S A Tire** | Profession | 29 July 2016 | • B.Eng in Electronic Engineering 2008<br>• M.Eng in Engineering Management 2015 | STC<br>CRC | 1/2 |
| 17. | **Ms L Njomane** | Profession | 29 July 2016 | • National Diploma in Mechanical Engineering 2003<br>• B.Tech in Quality 2009<br>• B.Tech in Mechanical Engineering 2014<br>• M.Phil in Engineering Management 2018 | EC<br>RPSC<br>CRC | 2/2 |
| 18. | **Prof K Nyembwe** | Profession | 29 July 2016 | • D.Tech in Mechanical Engineering 2012<br>• M.Com in Business<br>• Management 2014<br>• M.Tech in Metallurgy Engineering 1999<br>• B.Sc (Hons) in Metallurgy Engineering 1994 | EXCO<br>EC<br>RPSC | 2/2 |
| 19. | **Mr M R Tlala** | Profession | 29 July 2016 | • M.Phil in Ethics 2011<br>• Master of Business Leadership (MBL) 2009<br>• Master of Engineering 2006<br>• Mine Managers Certificate Coal 2005<br>• GDE in Mining Engineering 2005<br>• B.Sc in Mining Engineering 1998 | ARC | 1/2 |
| 20. | **Mr N M Myataza** | Profession | 29 July 2016 | • ND in Mechanical Engineering 1992<br>• NHD in Mechanical Engineering 1994<br>• GCC Factories 1996<br>• Project Management 1997<br>• B.Sc in Operational Research 2001<br>• Advanced Programme in Risk Management 2005<br>• M.Sc in Operational Research 2009<br>• Henley Executive Development Programme 2012<br>• PGC in Business Research Methods 2014<br>• USB ED Africa Directors Programme 2019 | ARC<br>STC | 1/2 |
| 21. | **Ms H A Mtshali** | Profession | 29 July 2016 | • Senior Management Transition Programme 2018<br>• Middle Management Programme 2016<br>• B.Tech in Electrical Engineering 2003<br>• ND in Electrical Engineering 2000 | CRC<br>RPSC | 2/2 |
| 22. | **Mr M Ramuhulu** | Profession | 29 July 2016 | • Master of Business Administration (MBA) (General) 2017<br>• B.Tech in Electrical Engineering 2013<br>• National Diploma in Electrical Engineering 2006 | CRC | 2/2 |
| 23. | **Mr M L Lebea** | Profession | 29 July 2016 | • Masters in Engineering Management 1997<br>• B.Sc in Civil Engineering 1990<br>• National Diploma in Civil Engineering 1983 | EXCO<br>RPSC | 2/2 |

FIFTH TERM COUNCIL STATISTICS (APRIL 2020 – NOVEMBER 2020) (CONTINUED)

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 24. | **Vacant** | | | | | |
| 25. | **Mr M Thunzi** | Profession | 29 July 2016 | • National Diploma in Mechanical Engineering 1997 | SRC | 2/2 |
| 26. | **Mr J H E Daniels** | Profession | 29 July 2016 | • B.Sc in Mechanical Engineering (Univ of Miami, Fl, USA) 1992<br>• Senior Managers Program (University of Stellenbosch, 2000)<br>• Quality Management Systems Auditor 2005 (SAATCA) | IC | 2/2 |
| 27. | **Mr D R Daries** | Profession | 29 July 2016 | • B.Sc in Civil Engineering 1980 | F&S<br>SRC | 2/2 |
| 28. | **Mr N S Zimu** | Profession | 29 July 2016 | • National Diploma in Civil Engineering 1989<br>• National Higher Diploma in Civil Engineering 1990<br>• B.Sc in Civil Engineering 1995 | IC | 2/2 |
| 29. | **Mr R E Jennings** | Profession | 29 July 2016 | • National Higher Technical Diploma (Coal Mining)<br>• Mine Managers Certificate (Coal Mining)<br>• Management Development Programme (MDP)<br>• Advanced Executive Programme (AEP) | EC | 2/2 |
| 30. | **Mr K Chetty** | Profession | 29 July 2016 | • N5 (Certificate) 2003<br>• National N Diploma in Engineering 2010 | RPSC | 2/2 |
| 31. | **Vacant** | | | | | |
| 32. | **Mr K R Ojageer** | State | 29 July 2016 | • Post-Graduate Diploma in Project Management 2017<br>• Masters in Civil Engineering 2007<br>• Post-Graduate Diploma in Civil Engineering 2005<br>• B.Tech in Urban Engineering 1997<br>• National Higher Diploma in Civil Engineering 1985<br>• National Diploma in Civil Engineering 1984 | SRC | 1/2 |
| 33. | **Vacant** | | | | | |
| 34. | **Vacant** | | | | | |
| 35. | **Vacant** | | | | | |
| 36. | **Vacant** | | | | | |
| 37. | **Mr M Gxamza** | State | 29 July 2016 | • M.Eng in Civil Engineering 2017<br>• B.Eng in Civil Engineering 2003 | None | 1/2 |
| 38. | **Vacant** | | | | | |
| 39. | **Ms O Mthethwa** | State | 29 July 2016 | • Post-Graduate Diploma in Water Engineering 2015<br>• B.Sc in Civil Engineering 2008 | F&S<br>STC<br>RPSC | 1/2 |

FIFTH TERM COUNCIL STATISTICS (APRIL 2020 – NOVEMBER 2020) (CONTINUED)

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 40. | **Vacant** | | | | | |
| 41. | **Mr A M Sentsho** | Public | 29 July 2016 | • N.Dip in Electrical Engineering 2000<br>• B.Tech in Electrical Engineering 2008<br>• PG Diploma in Business Administration 2015 | F&S<br>SRC | 2/2 |
| 42. | **Mr L Mahlangeni** | Public | 29 July 2016 | • N.Dip in Civil Engineering 2006<br>• B.Sc in Civil Engineering 2014 | SRC | 2/2 |
| 43. | **Vacant** | | | | | |
| 44. | **Ms N Sampson** | Public | 29 July 2016 | • Master of Public Administration (MPA) 2014<br>• Certified Ethics Officer (Inst. of Ethics SA) 2014<br>• Bachelor of Social Science (BSOCSC) 1995<br>• Post-Graduate Diploma in Compliance Management 2019<br>• Certificate in Board Governance 2017<br>• Certificate Programme in Leadership Development 2006<br>• Programme in Human Resource Management 2002 | ARC | 2/2 |
| 45. | **Ms S P Morejwane** | Public | 29 July 2016 | • B.Sc in Mechanical Engineering 2006<br>• M.Eng Nuclear Engineering 2019 | EC<br>STC | 2/2 |
| 46. | **Mr S Keswa** | Public | 29 July 2016 | • Master of Business Administration 2017<br>• Masters in Environmental Management 2013<br>• B.Tech in Management 2011<br>• B.Tech in Nature Conservation 2010 | EXCO<br>ARC<br>F&S | 2/2 |
| 47. | **Ms T L Chili** | Public | 29 July 2016 | • Master of Business Administration (MBA) 2013<br>• B.Pharm 2003 | EC<br>SRC | 2/2 |
| 48. | **Vacant** | | | | | |
| 49. | **Mr M E Jele** | Public | 29 July 2016 | • N.Dip in Civil Engineering (Cum Laude) 2009<br>• B.Tech in Civil Engineering (Cum Laude) 2011<br>• B.Sc (Hons) in Applied Science Transportation Planning (Cum Laude) 2013<br>• M.Eng Civil Engineering 2019 | EXCO<br>F&S<br>STC | 2/2 |
| 50. | **Dr N Tutu** | Public | 29 July 2016 | • B.Sc 1989<br>• MBChB 1994<br>• DOH 1999<br>• PDM (HIV/AIDS Management) 2003 | EXCO<br>F&S | 2/2 |

# MEMBERS OF THE SIXTH TERM COUNCIL FOR THE YEAR UNDER REVIEW

## SIXTH TERM COUNCIL STATISTICS (DECEMBER 2020 – MARCH 2021)

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 1. | **Ms R Buthelezi** | Profession | 20 November 2020 | • B.Eng in Electrical and Electronic Engineering 2006<br>• Master of Engineering Management 2011<br>• Masters in Business Leadership 2015 | EXCO | 3/3 |
| 2. | **Ms P Madiba** | Profession | 20 November 2020 | • PGD in Business Management<br>• GDE in Industrial Engineering<br>• Masters in Engineering Management | IC | 3/3 |
| 3. | **Ms T Ramagofu** | Profession | 20 November 2020 | • B.Sc in Engineering 2006 | RPSC<br>TADC | 3/3 |
| 4. | **Mr J Daniels** | Profession | 20 November 2020 | • B.Sc in Mechanical Engineering (Univ of Miami, Fl, USA) 1992<br>• Senior Managers Program (University of Stellenbosch, 2000)<br>• Quality Management Systems Auditor 2005 (SAATCA) | IC<br>ARC | 3/3 |
| 5. | **Mr L Lebea** | Profession | 20 November 2020 | • Masters in Engineering Management 1997<br>• B.Sc in Civil Engineering 1990<br>• National Diploma in Civil Engineering 1983 | EXCO | 3/3 |
| 6. | **Prof K Nyembwe** | Profession | 20 November 2020 | • D.Tech in Mechanical Engineering 2012<br>• M.Com in Business Management 2014<br>• M.Tech in Metallurgy Engineering 1999<br>• B.Sc (Hons) in Metallurgy Engineering 1994 | EXCO<br>RPSC<br>EC | 3/3 |
| 7. | **Mr S Zimu** | Profession | 20 November 2020 | • National Diploma in Civil Engineering 1989<br>• National Higher Diploma in Civil Engineering 1990<br>• B.Sc in Civil Engineering 1995 | IC<br>CPD | 2/2 |
| 8. | **Mr T Madikane** | Profession | 20 November 2020 | • National Diploma in Electrical Engineering 1991<br>• B.Sc in Electrical Engineering 1996<br>• Diploma in Project Management 1997<br>• Post-Graduate Diploma in Business Management 1999 | EXCO<br>CPD | 3/3 |
| 9. | **Mr S Mkhize** | Profession | 20 November 2020 | • B.Sc (Eng) 1985<br>• MDP 1992<br>• Hons (Bb&A) 2002 | EXCO<br>RPSC | 3/3 |
| 10. | **Ms N Rampersad** | Profession | 20 November 2020 | • B.Sc Chemical Engineering 1999<br>• Management Development Diploma Program (MDP) 2002<br>• Bachelor of Business Management and Administration (Hons) (BBAH) 2005<br>• Master Business Management and Administration (MBA) 2007 | IC<br>CRC | 3/3 |

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 11. | **Ms L Smith** | Profession | 20 November 2020 | • B.Eng (Industrial) 1997<br>• M.Eng (Engineering Management) 2016 | TADC | 3/3 |
| 12. | **Ms R Lesufi** | Profession | 20 November 2020 | • B.Sc Civil Engineering 2000<br>• M.Sc Civil Eng 2007 | CRC<br>EXCO | 3/3 |
| 13. | **Ms S Skorpen** | Profession | 20 November 2020 | • B.Eng Civil Engineering 2001<br>• M.Eng Structural Engineering 2013<br>• PHD Civil Engineering 2020 | IC<br>EXCO | 3/3 |
| 14. | **Ms A Olukunle** | Profession | 20 November 2020 | • B.Eng Civil Engineering 2010<br>• B.Eng (Hons) Structural Engineering 2012<br>• M.Eng Masters in Engineering Management 2014<br>• Executive Master of Business Administration 2020 | CRC | 3/3 |
| 15. | **Mr S Jekwa** | Profession | 20 November 2020 | • B.Sc Civil Engineering 2013 | | 3/3 |
| 16. | **Ms L Njomane** | Profession | 20 November 2020 | • National Diploma in Mechanical Engineering 2003<br>• B.Tech in Quality 2009<br>• B.Tech in Mechanical Engineering 2014<br>• M.Phil in Engineering Management 2018 | EXCO<br>TADC | 3/3 |
| 17. | **Mr M Ramuhulu** | Profession | 20 November 2020 | • Master of Business Administration (MBA) (General) 2017<br>• B.Tech in Electrical Engineering 2013<br>• National Diploma in Electrical Engineering | IC<br>CPD | 3/3 |
| 18. | **Ms P Mdletshe** | Profession | 20 November 2020 | • National Diploma in Civil Engineering 2010<br>• Post-Grad Diploma in Project Management 2016<br>• B.Tech in Civil Engineering (Water) 2019 | CRC<br>CPD | 3/3 |
| 19. | **Mr L Boshomane** | Profession | 20 November 2020 | • B.Tech in Urban Engineering 2018 | RPSC<br>CPD | 3/3 |
| 20. | **Ms A Mtshali** | Profession | 20 November 2020 | • Senior Management Transition Programme 2018<br>• Middle Management Programme 2016<br>• B.Tech in Electrical Engineering 2003<br>• National Diploma in Electrical Engineering 2000 | EXCO<br>RPSC | 3/3 |
| 21. | **Mr T Memela** | Profession | 20 November 2020 | • Diploma in Electrical Engineering 2007<br>• B.Tech Electrical Engineering 2013<br>• Master of Business Administration (MBA) 2019 | CRC<br>F&S | 3/3 |

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 22. | **Prof C van Zyl** | Profession | 20 November 2020 | • NHD Mechanical Engineering 1989<br>• PHD in Mechanical Engineering 2012<br>• M.Tech in Mechanical Engineering 2008 | EC | 3/3 |
| 23. | **Mr R Moloisane** | Profession | 20 November 2020 | • National Diploma in Civil Engineering 1997<br>• B.Ttech Civil Engineering 1999<br>• M.Tech Civil Engineering 2002<br>• Diploma in Project Management 2003<br>• B.Sc (Hons) Civil Engineering 2006<br>• M.Sc Civil Engineering 2010 | IC<br>EC<br>RPSC<br>EXCO | 3/3 |
| 24. | **Mr N Nhleko** | Profession | 20 November 2020 | • B.Tech Civil Engineering 2010 | EXCO<br>CPD | 3/3 |
| 25. | **Prof E Theron** | Profession | 20 November 2020 | • National Diploma 1986<br>• National Higher Diploma 1988<br>• M.Tech Civil Engineering 1997<br>• PHD 2002 | IC<br>EC | 3/3 |
| 26. | **Mr A Sommer** | Profession | 20 November 2020 | • Rigger 2013 | CPD | 3/3 |
| 27. | **Ms R Ledwaba** | Profession | 20 November 2020 | • National Diploma Electrical 2008 | EC | 3/3 |
| 28. | **Mr N Smit** | Profession | 20 November 2020 | • National N3 Certificate 2000<br>• Rigger 2002<br>• Advanced Certificate in Management Studies 2014 | IC<br>CRC | 3/3 |
| 29. | **Ms S Mngomezulu** | State | 20 November 2020 | • National Diploma in Mechanical Engineering 2005<br>• Diploma in Project Management 2008<br>• B.Tech Mechanical Engineering 2015<br>• B.Tech Management 2017<br>• Advanced Diploma in Business Management 2019 | TADC<br>EXCO | 3/3 |
| 30. | **Ms O Mthethwa** | State | 20 November 2020 | • Post-Graduate Diploma in Water Engineering 2015<br>• B.Sc in Civil Engineering 2008 | EXCO<br>CRC | 3/3 |
| 31. | **Mr T Gamedze** | State | 20 November 2020 | • B.Sc Studies 1980<br>• B.Sc Electrical Engineering 1984<br>• MS Management 1989 | CRC | 3/3 |
| 32. | **Ms P Zweni** | State | 20 November 2020 | • Post-Graduate Diploma in General Management 2019 | IC | 2/3 |

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 33. | **Adm B Mvovo** | State | 20 November 2020 | • B.Sc Mechanical Engineering 2005<br>• Masters of Business Administration in Executive Management (EMBA) 2016<br>• Diploma in Joint and Multilateral Operations (Military) 2016 | EC | 3/3 |
| 34. | **Ms P Sibiya** | State | 20 November 2020 | • National Diploma in Civil Engineering 2001<br>• B.Tech Civil Engineering 2005<br>• Masters in Business Administration 2011<br>• Post-Grad Diploma in Project Management 2013 | RPSC | 3/3 |
| 35. | **Ms C Mbola** | State | 20 November 2020 | • National Diploma in Civil Engineering 2005<br>• Diploma in Project Management 2008<br>• B.Tech Construction Management Civil 2009<br>• B.Tech Geotechnical Engineering Civil 2012<br>• Municipal Finance Management Programme 2013 | CRC<br>ARC | 2/3 |
| 36. | **Ms T Mwelase** | State | 20 November 2020 | • Diploma in Civil Engineering 2000<br>• B.Tech in Civil Engineering 2004<br>• Masters in Business Administration 2011<br>• M.Eng Civil Engineering 2016 | CRC<br>CPD | 3/3 |
| 37. | **Mr K O'Jageer** | State | 20 November 2020 | • Post-Graduate Diploma in Project Management 2017<br>• Masters in Civil Engineering 2007<br>• Post Graduate Diploma in Civil Engineering 2005<br>• B.Tech in Urban Engineering 1997<br>• National Higher Diploma in Civil Engineering 1985<br>• National Diploma in Civil Engineering 1984 | CRC | 3/3 |
| 38. | **Ms T Chili** | Public | 20 November 2020 | • Master of Business Administration (MBA) 2013<br>• B.Pharm 2003 | EC | 3/3 |
| 39. | **Mr S Keswa** | Public | 20 November 2020 | • Master of Business Administration 2017<br>• Masters in Environmental Management 2013<br>• B.Tech in Management 2011<br>• B.Tech in Nature Conservation 2010 | F&S | 3/3 |
| 40. | **Ms S Tolo** | Public | 20 November 2020 | • B.Sc in Mechanical Engineering 2006<br>• M.Eng Nuclear Engineering 2019 | TADC | 3/3 |

| NO. | NAME | DESIGNATION (IN TERMS OF THE PUBLIC ENTITY BOARD STRUCTURE) | APPOINTMENT DATE | QUALIFICATIONS | OTHER COMMITTEES SERVED | NUMBER OF COUNCIL MEETINGS ATTENDED |
|---|---|---|---|---|---|---|
| 41. | **Ms N Sampson** | Public | 20 November 2020 | • Master of Public Administration (MPA) 2014<br>• Certified Ethics Officer (Inst. of Ethics SA) 2014<br>• Bachelor of Social Science (BSOCSC) 1995<br>• Post-Graduate Diploma in Compliance Management 2019<br>• Certificate in Board Governance 2017<br>• Certificate Programme in Leadership Development 2006<br>• Programme in Human Resource Management 2002 | EXCO<br>ARC | 3/3 |
| 42. | **Ms S Mutileni** | Public | 20 November 2020 | • B.Com Accounting 2001<br>• Management Development Programme 2010<br>• SAP FICO Certified 2017 | EXCO<br>F&S<br>ARC | 3/3 |
| 43. | **Ms N Moerane** | Public | 20 November 2020 | • B.Com 1985<br>• LLB 1988 | EXCO<br>IC | 3/3 |
| 44. | **Mr M Mailula** | Public | 20 November 2020 | • B.Sc Computer Science 1987<br>• B.Sc (Hons) Computer Science 1997 | EXCO<br>ARC | 3/3 |
| 45. | **Dr N Skeepers** | Public | 20 November 2020 | • PHD in Engineering Management 2016 | F&S<br>TADC | 3/3 |
| 46. | **Mr M Modipa** | Public | 20 November 2020 | • Bachelor of Commerce (B.Com) 1993<br>• Post-Graduate Diploma in Business Administration (PDBA) 2009<br>• M.Sc in Leadership and Innovation 2009 | EXCO<br>F&S | 3/3 |
| 47. | **Dr R Legoabe** | Public | 20 November 2020 | • AIM 2007<br>• Post-Graduate Diploma in Management 2008<br>• National Diploma HRM (SABPP) 2009<br>• Masters in Business Administration 2012<br>• D.Tech 2017 | ARC<br>EC<br>CPD | 3/3 |

## COUNCIL MEMBER MEETING: ATTENDANCE

FIFTH TERM – COUNCIL MEMBER MEETING: ATTENDANCE (APRIL 2020 - NOVEMBER 2020)

| NAME | COUNCIL | EXCO | ARC | CRC | EC | F&S | IC | RPS | SRC | STC |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Ms R H Motsotsoana | 2/2 | | | | | | | 0/4 | | |
| 2. Prof C A A van Zyl | 2/2 | | | | 3/3 | | | | | |
| 3. Mr C P Stuurman | 2/2 | 3/4 | | 4/4 | | | | | | |
| 4. Mr C V Gamede | 2/2 | 4/4 | | | | | | | | |
| 5. Dr K I Jacobs | 1/2 | 4/4 | | | 3/3 | | | | | |
| 6. Mr T D Memela | 0/2 | | | 2/4 | | | 5/5 | | | |
| 7. Ms T Nkambule | 2/2 | | | | | | | | | 1/3 |
| 8. Ms T P Maphumulo | 2/2 | 4/4 | | 4/4 | | | | | 3/3 | |
| 9. Mr A H Sommer | 1/2 | | | 4/4 | 3/3 | | 5/5 | | | |
| 10. Ms T Ramagofu | 2/2 | 3/4 | | | | | 5/5 | | | |
| 11. Ms R P Madiba | 2/2 | | 5/5 | 4/4 | | | | | | |
| 12. Ms S R M Buthelezi | 2/2 | | 5/5 | 4/4 | | | | | | |
| 13. Ms S A Tire | 1/2 | | | 1/4 | | | | | | 3/3 |
| 14. Ms L Njomane | 2/2 | | | 4/4 | 3/3 | | | 4/4 | | |
| 15. Prof K Nyembwe | 2/2 | 4/4 | | | 3/3 | | | 3/4 | | |
| 16. Mr M R Tlala | 1/2 | | 2/5 | | | | | | | |
| 17. Mr N M Myataza | 1/2 | | 3/5 | | | | | | | 3/3 |
| 18. Ms H A Mtshali | 2/2 | | | 2/4 | | | | 2/4 | | |
| 19. Mr M Ramuhulu | 2/2 | | | | | | | | | |
| 20. Mr M L Lebea | 2/2 | 4/4 | | | | | | 2/4 | | |
| 21. Mr M Thunzi | 2/2 | | | | | | | | 3/3 | |
| 22. Mr J H E Daniels | 2/2 | | | | | | 5/5 | | | |
| 23. Mr D R Daries | 2/2 | | | | | 7/7 | | | 2/3 | |
| 24. Mr N S Zimu | 2/2 | | | | | | 5/5 | | | |
| 25. Mr R E Jennings | 2/2 | | | | 2/3 | | | | | |
| 26. Mr K Chetty | 2/2 | | | | | | | 2/4 | | |
| 27. Mr K R Ojageer | 1/2 | | | | | | | | 2/3 | |
| 28. Mr M Gxamza | 1/2 | | | | | | | | | |
| 29. Ms O Mthethwa | 1/2 | | | | | 6/7 | | 2/4 | | 3/3 |
| 30. Mr A M Sentsho | 2/2 | | | | | 7/7 | | | 3/3 | |
| 31. Mr L Mahlangeni | 2/2 | | | | | | | | 3/3 | |
| 32. Ms N Sampson | 2/2 | | 5/5 | | | | | | | |
| 33. Ms S P Morejwane | 2/2 | | | | 3/3 | | | | | 3/3 |
| 34. Mr S Keswa | 2/2 | 4/4 | 5/5 | | | 7/7 | | | | |
| 35. Ms T L Chili | 2/2 | | | | 3/3 | | | | 3/3 | |
| 36. Mr M E Jele | 2/2 | 4/4 | | | | 5/7 | | | | 3/3 |
| 37. Dr N Tutu | 2/2 | 2/4 | | | | 4/7 | | | | |

SIXTH TERM – COUNCIL MEMBER MEETING: ATTENDANCE (NOVEMBER 2020 - MARCH 2021)

| NAME | COUNCIL | EXCO | ARC | CRC | EC | F&S | IC | RPS | TADC | CPD |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Mr M L Lebea | 3/3 | 2/2 | | | | | | | | |
| 2. Ms S R M Buthelezi | 3/3 | 2/2 | | | | | | | | |
| 3. Mr J L Boshomane | 3/3 | | | | | | | 1/1 | | 1/1 |
| 4. Ms T Chili | 3/3 | | | | 1/1 | | | | | |
| 5. Mr J H E Daniels | 3/3 | | 2/2 | | | | 2/2 | | | |
| 6. Mr T Gamedze | 3/3 | | | 1/1 | | | | | | |
| 7. Mr S Keswa | 3/3 | | | | | 2/2 | | | | |
| 8. Ms R Ledwaba | 3/3 | | | | 1/1 | | | | 1/1 | |
| 9. Dr R S Legoabe | 3/3 | | 2/2 | | 1/1 | | | | | 1/1 |
| 10. Ms R Lesufi | 3/3 | | | 1/1 | | | | | | |
| 11. Ms R P Madiba | 3/3 | | | | | | 2/2 | | | |
| 12. Mr T C Madikane | 3/3 | 2/2 | | | | | | | | 1/1 |
| 13. Mr M I Mailula | 3/3 | 2/2 | 2/2 | | | | | | | |
| 14. Ms C Mbola | 2/3 | | 2/2 | 1/1 | | | | | | |
| 15. Ms P P Mdletshe | 3/3 | | | 1/1 | | | | | | 1/1 |
| 16. Mr T D Memela | 3/3 | | | 1/1 | | 2/2 | | | | |
| 17. Mr S Mkhize | 3/3 | 2/2 | | | | | | 1/1 | | |
| 18. Ms S Mngomezulu | 3/3 | | | | | | | | 1/1 | |
| 19. Mr M E Modipa | 3/3 | 2/2 | | | | 2/2 | | | | |
| 20. Ms N Moerane | 3/3 | 2/2 | | | | | 2/2 | | | |
| 21. Mr R J Moloisane | 3/3 | | | | 1/1 | | 1/2 | 1/1 | | |
| 22. Ms O Mthethwa | 3/3 | 1/2 | | 1/1 | | | | | | |
| 23. Ms H A Mtshali | 3/3 | | | | | | | 1/1 | | |
| 24. Ms S Mutileni | 3/3 | | 2/2 | | | 2/2 | | | | |
| 25. Adm B Mvovo | 3/3 | | | | | | | | | |
| 26. Ms T Mwelase | 3/3 | | | 1/1 | | | | | | 1/1 |
| 27. Mr N Nhleko | 3/3 | | | | | | | 1/1 | | 1/1 |
| 28. Ms L Njomane | 3/3 | 2/2 | | | | | | | 1/1 | |
| 29. Ms S Jekwa | 3/3 | | | | | | | | | |
| 30. Prof K D Nyembwe | 3/3 | 1/2 | | | 1/1 | | | 1/1 | | |
| 31. Mr K O'Jageer | 3/3 | | | 1/1 | | | | | | |
| 32. Ms A Olukunle | 3/3 | | | 1/1 | | | | | | |
| 33. Ms T Ramagofu | 3/3 | | | | | | | 1/1 | 1/1 | |
| 34. Ms N Rampersad | 3/3 | | | 1/1 | | | 2/2 | | | |
| 35. Mr M Ramuhulu | 3/3 | | | | | | 2/2 | | | 1/1 |
| 36. Ms N Sampson | 3/3 | | 2/2 | | | | | | | |
| 37. Ms P F Sibiya | 3/3 | | | | | | | 1/1 | | |
| 38. Dr N Skeepers | 3/3 | | | | | 1/2 | | | 1/1 | |
| 39. Ms S Skorpen | 3/3 | | | | | | 2/2 | | | |
| 40. Mr N Smit | 3/3 | | | 1/1 | | | 2/2 | | | |
| 41. Ms L Smith | 3/3 | | | | | | | | 1/1 | |
| 42. Mr A H Sommer | 3/3 | | | | | | | | 1/1 | 1/1 |
| 43. Prof E Theron | 3/3 | | | | | | 1/2 | | | |
| 44. Ms S Tolo | 3/3 | | | | | | | | 1/1 | |
| 45. Prof C A A van Zyl | 3/3 | | | | 1/1 | | | | | |
| 46. Mr S N Zimu | 3/3 | | | | | | 2/2 | | | 1/1 |
| 47. Ms P Zweni | 2/3 | | | | | | 0/2 | | | |

# 6. HIGH IMPACT COMMITTEE MEMBERS

## NAME OF COMMITTEE: EXCO

| APRIL – NOVEMBER 2020 (5TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr C Gamede | 4 | 4 |
| 2. | Dr K Jacobs | 4 | 4 |
| 3. | Prof K Nyembwe | 4 | 4 |
| 4. | Mr M Jele | 4 | 4 |
| 5. | Mr S Keswa | 4 | 4 |
| 6. | Mr L Lebea | 4 | 4 |
| 7. | Ms T Ramagofu | 4 | 3 |
| 8. | Ms T Maphumulo | 4 | 4 |
| 9. | Dr N Tutu | 4 | 2 |
| 10. | Mr C Stuurman | 4 | 3 |

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr L Lebea | 2 | 2 |
| 2. | Ms R Buthelezi | 2 | 2 |
| 3. | Mr T Madikane | 2 | 2 |
| 4. | Mr M Mailula | 2 | 2 |
| 5. | Mr S Mkhize | 2 | 2 |
| 6. | Mr M Modipa | 2 | 2 |
| 7. | Ms N Moerane | 2 | 2 |
| 8. | Ms O Mthethwa | 2 | 1 |
| 9. | Ms L Njomane | 2 | 2 |
| 10. | Prof K Nyembwe | 2 | 1 |

## NAME OF COMMITTEE: EDUCATION COMMITTEE (EC)

| APRIL – NOVEMBER 2020 (5TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Dr K Nyembwe | 3 | 3 |
| 2. | Dr K Jacobs | 3 | 3 |
| 3. | Ms T Chili | 3 | 3 |
| 4. | Prof B Collier-Reed | 3 | 3 |
| 5. | Mr J Gosling | 3 | 3 |
| 6. | Mr R Jennings | 3 | 2 |
| 7. | Mr R Moloisane | 3 | 3 |
| 8. | Ms S Morejwane | 3 | 3 |
| 9. | Ms L Njomane | 3 | 3 |
| 10. | Mr A Sommer | 3 | 3 |
| 11. | Prof C van Zyl | 3 | 3 |
| 12. | Dr A Marnewick | 3 | 3 |
| 13. | Dr P Ayuk | 3 | 3 |

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Prof K Nyembwe | 1 | 1 |
| 2. | Adv E Bhero | 1 | 1 |
| 3. | Ms T Chili | 1 | 1 |
| 4. | Mr G Clack | 1 | 1 |
| 5. | Mr J Kae | 1 | 1 |
| 6. | Ms R Ledwaba | 1 | 1 |
| 7. | Dr R Legoabe | 1 | 1 |
| 8. | Dr A Marnewick | 1 | 1 |
| 9. | Mr R Moloisane | 1 | 1 |
| 10. | Adm B Mvovo | 1 | 1 |
| 11. | Prof E Theron | 1 | 1 |
| 12. | Prof C van Zyl | 1 | 1 |

## NAME OF COMMITTEE: AUDIT, RISK AND COMPLIANCE COMMITTEE (ARC)

| APRIL – NOVEMBER 2020 (5TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr S Keswa | 5 | 5 |
| 2. | Ms N Sampson | 5 | 5 |
| 3. | Ms R Buthelezi | 5 | 5 |
| 4. | Ms R P Madiba | 5 | 5 |
| 5. | Mr N M Myataza | 5 | 3 |
| 6. | Mr M Tlala | 5 | 2 |
| 7. | Mr S Faku | 5 | 5 |

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr M Mailula | 2 | 2 |
| 2. | Ms N Sampson | 2 | 2 |
| 3. | Mr J Daniels | 2 | 2 |
| 4. | Dr R Legoabe | 2 | 2 |
| 5. | Ms C Mbola | 2 | 2 |
| 6. | Ms S Mutileni | 2 | 2 |
| 7. | Ms A Nqwaba | 2 | 2 |
| 8. | Mr J Rockson | 2 | 2 |

## NAME OF COMMITTEE: CENTRAL REGISTRATION COMMITTEE (CRC)

| APRIL – NOVEMBER 2020 (5TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr C P Stuurman | 4 | 4 |
| 2. | Ms R Buthelezi | 4 | 4 |
| 3. | Mr T C Madikane | 4 | 4 |
| 4. | Ms R P Madiba | 4 | 4 |
| 5. | Ms H A Mtshali | 4 | 2 |
| 6. | Ms T P Maphumulo | 4 | 4 |
| 7. | Mr T D Memela | 4 | 2 |
| 8. | Ms L Njomane | 4 | 4 |
| 9. | Mr AH Sommer | 4 | 4 |
| 10. | Ms S Tire | 4 | 1 |

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Ms O Mthethwa | 1 | 1 |
| 2. | Ms R Lesufi | 1 | 1 |
| 3. | Mr M Buthelezi | 1 | 1 |
| 4. | Mr T Gamedze | 1 | 1 |
| 5. | Ms C Mbola | 1 | 1 |
| 6. | Ms P Mdletshe | 1 | 1 |
| 7. | Mr T Memela | 1 | 1 |
| 8. | Ms T Mwelase | 1 | 1 |
| 9. | Mr K Ojageer | 1 | 1 |
| 10. | Ms A Olukunle | 1 | 1 |
| 11. | Ms N Rampersad | 1 | 1 |
| 12. | Mr N Smit | 1 | 1 |

## NAME OF COMMITTEE: INVESTIGATING COMMITTEE (IC)

| APRIL – NOVEMBER 2020 (5TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Ms T Ramagofu | 5 | 5 |
| 2. | Mr J H E Daniels | 5 | 5 |
| 3. | Dr P W Day | 5 | 5 |
| 4. | Mr T D Memela | 5 | 5 |
| 5. | Mr B P Petlane | 5 | 5 |
| 6. | Ms S Skorpen | 5 | 5 |
| 7. | Mr A H Sommer | 5 | 5 |
| 8. | Mr S N Zimu | 5 | 5 |
| 9. | Mr P Zingeni | 5 | 5 |

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Ms N Moerane | 2 | 2 |
| 2. | Ms S Skorpen | 2 | 2 |
| 3. | Mr J Daniels | 2 | 2 |
| 4. | Ms P Madiba | 2 | 2 |
| 5. | Mr R Moloisane | 2 | 1 |
| 6. | Ms N Rampersad | 2 | 2 |
| 7. | Mr M Ramuhulu | 2 | 2 |
| 8. | Mr N Smit | 2 | 2 |
| 9. | Prof E Theron | 2 | 1 |
| 10. | Mr S Zimu | 2 | 2 |
| 11. | Ms P Zweni | 2 | 0 |

## NAME OF COMMITTEE: FINANCE AND STAFF COMMITTEE (F&S)

| APRIL – NOVEMBER 2020 (5TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Dr N Tutu | 7 | 4 |
| 2. | Mr D Daries | 7 | 7 |
| 3. | Mr M E Jele | 7 | 5 |
| 4. | Mr S Keswa | 7 | 7 |
| 5. | Ms O Mthethwa | 7 | 6 |
| 6. | Mr A Sentsho | 7 | 7 |

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr M Modipa | 2 | 2 |
| 2. | Ms S Mutileni | 2 | 2 |
| 3. | Mr S Faku | 2 | 2 |
| 4. | Mr S Keswa | 2 | 2 |
| 5. | Mr Z Khuzwayo | 2 | 2 |
| 6. | Mr T Memela | 2 | 2 |
| 7. | Mr A Nqwaba | 2 | 2 |
| 8. | Dr N Skeepers | 2 | 1 |

**NAME OF COMMITTEE:** CONTINUING PROFESSIONAL DEVELOPMENT COMMITTEE (CPD)

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr T Madikane | 1 | 1 |
| 2. | Mr N Nhleko | 1 | 1 |
| 3. | Mr L Boshomane | 1 | 1 |
| 4. | Dr R Legoabe | 1 | 1 |
| 5. | Dr D Madyira | 1 | 1 |
| 6. | Ms P Mdletshe | 1 | 1 |
| 7. | Ms T Mwelase | 1 | 1 |
| 8. | Mr M Ramuhulu | 1 | 1 |
| 9. | Mr C Schehage | 1 | 1 |
| 10. | Mr A Sommer | 1 | 1 |
| 11. | Mr S Zimu | 1 | 1 |

**NAME OF COMMITTEE:** TRAINING ACADEMIES AND DEVELOPMENT COMMITTEE (TADC)

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Ms L Njomane | 1 | 1 |
| 2. | Ms S Mngomezulu | 1 | 1 |
| 3. | Mr M Buthelezi | 1 | 1 |
| 4. | Mr S Dywili | 1 | 1 |
| 5. | Ms R Ledwaba | 1 | 1 |
| 6. | Ms T Ramagofu | 1 | 1 |
| 7. | Dr N Skeepers | 1 | 1 |
| 8. | Ms L Smith | 1 | 1 |
| 9. | Mr A Sommer | 1 | 1 |
| 10. | Ms S Tolo | 1 | 1 |

**NAME OF COMMITTEE:** RESEARCH, POLICY AND STANDARDS COMMITTEE (RPSC)

| APRIL – NOVEMBER 2020 (5TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr L Lebea | 4 | 2 |
| 2. | Ms O Mthethwa | 4 | 2 |
| 3. | Ms H A Mtshali | 4 | 2 |
| 4. | Ms H R Motsotsoana | 4 | 0 |
| 5. | Prof M Sheldon | 4 | 4 |
| 6. | Prof B Collier-Reed | 4 | 4 |
| 7. | Mr K Chetty | 4 | 2 |
| 8. | Dr K D Nyembwe | 4 | 3 |
| 9. | Mr S Singh | 4 | 4 |
| 10. | Ms L Njomane | 4 | 4 |
| 11. | Prof B van Wyk | 4 | 4 |
| 12. | Ms O Mokgatle | 4 | 0 |

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Ms S Mkhize | 1 | 1 |
| 2. | Ms A Mtshali | 1 | 1 |
| 3. | Mr L Boshomane | 1 | 1 |
| 4. | Mr D Havenga | 1 | 1 |
| 5. | Mr C Hlungwani | 1 | 1 |
| 6. | Dr N Mbuli | 1 | 1 |
| 7. | Mr R Moloisane | 1 | 1 |
| 8. | Mr N Nhleko | 1 | 1 |
| 9. | Prof K Nyembwe | 1 | 1 |
| 10. | Ms T Ramagofu | 1 | 1 |
| 11. | Dr S Ramsuroop | 1 | 1 |
| 12. | Mr C Schnehage | 1 | 1 |
| 13. | Ms P Sibiya | 1 | 1 |

**NAME OF COMMITTEE:** STRATEGIC TRANSFORMATION COMMITTEE (STC)

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Mr ME Jele | 3 | 3 |
| 2. | Ms T Nkambule | 3 | 1 |
| 3. | Ms S Tire | 3 | 3 |
| 4. | Ms S Morejwane | 3 | 3 |
| 5. | Ms O Mthethwa | 3 | 3 |
| 6. | Mr N M Myataza | 3 | 3 |
| 7. | Mr N P van den Berg | 3 | 2 |

**NAME OF COMMITTEE:** STAKEHOLDER RELATIONS COMMITTEE (SRC)

| DECEMBER 2020 – MARCH 2021 (6TH TERM) | | | |
|---|---|---|---|
| NO. | NAME OF COMMITTEE MEMBER | NO. OF MEETINGS HELD | NO. OF MEETINGS ATTENDED |
| 1. | Ms TP Maphumulo | 3 | 3 |
| 2. | Mr M Thunzi | 3 | 3 |
| 3. | Mrs T Chili | 3 | 3 |
| 4. | Mr D Daries | 3 | 2 |
| 5. | Mr L Mahlangeni | 3 | 3 |
| 6. | Mr K Ojageer | 3 | 2 |
| 7. | Mr A Sentsho | 3 | 3 |

# 7. REMUNERATION OF COUNCIL MEMBERS

## COUNCIL MEMBERS OF THE ORGANISATION DURING THE YEAR _ 01/03/2019-28/02/2020

| NAME | KM TRAVELLED | HONORARIUM | INTER STIPENDS | TOTAL CLAIMED |
|---|---|---|---|---|
| Mr CV Gamede (President) | R- | R68 247,00 | R- | R68 247,00 |
| Dr KI Jacobs (Vice President) | R- | R96 194,00 | R- | R96 194,00 |
| Mr ML Lebea (President) | R3 366,60 | R83 121,00 | R- | R86 487,60 |
| Ms SRM Buthelezi (Vice President) | R241,80 | R93 722,00 | R- | R93 963,80 |
| Mr L Boshomane | R- | R11 259,00 | R- | R11 259,00 |
| Mr K Chetty | R- | R- | R- | R- |
| Ms TL Chili | R- | R29 943,00 | R- | R29 943,00 |
| Mr JHE Daniels | R- | R23 595,00 | R- | R23 595,00 |
| Mr DR Daries | R- | R23 955,00 | R- | R23 595,00 |
| Mr T Gamedze | R- | R- | R- | R- |
| Mr M Gxamza | R- | R- | R- | R- |
| Mr S Jekwa | R- | R- | R- | R- |
| Mr ME Jele | R- | R21 081,00 | R- | R21 081,00 |
| Mr RE Jennings | R- | R13 505,00 | R- | R13 505,00 |
| Mr S Keswa | R- | R41 082,00 | R- | R41 082,00 |
| Ms R Ledwaba | R- | | R- | |
| Dr R Legoabe | R- | R20 601,00 | R- | R20 601,00 |
| Ms R Lesufi | R- | R- | R- | R- |
| Ms RP Madiba | R- | R35 282,00 | R- | R35 282,00 |
| Mr TC Madikane | R- | R73 419,00 | R- | R73 419,00 |
| Mr L Mahlangeni | R- | R12 576,00 | R- | R12 576,00 |
| Mr Mailula MI | R- | R22 038,00 | R- | R22 038,00 |
| Ms TP Maphumulo | R- | R51 144,00 | R- | R51 144,00 |
| Ms C Mbola | R- | R6 468,00 | R- | R6 468,00 |
| Ms P Mdletshe | R- | R- | R- | R- |
| Mr TD Memela | R- | R11 019,00 | R- | R11 019,00 |
| Mr S Mkhize | R- | R17 247,00 | R- | R17 247,00 |
| Ms SP Tolo | R- | R30 423,00 | R- | R30 423,00 |
| Ms S Mngomezulu | R- | R12 713,00 | R- | R12 713,00 |
| Mr M Modipa | R- | R22 038,00 | R- | R22 038,00 |
| Ms N Moerane | R- | R6 228,00 | R- | R6 228,00 |
| Mr RJ Moloisane | R- | R21 558,00 | R- | R21 558,00 |
| Ms RH Motsotsoane | R- | R- | R- | R- |

| NAME | KM TRAVELLED | HONORARIUM | INTER STIPENDS | TOTAL CLAIMED |
|---|---|---|---|---|
| **Ms O Mthethwa** | R- | R32 010,00 | R- | R32 010,00 |
| **Ms HA Mtshali** | R- | R21 081,00 | R- | R21 081,00 |
| **Ms S Mutileni** | R- | R15 810,00 | R- | R15 810,00 |
| **Cpt B Mvovo** | R- | R- | R- | R- |
| **Ms T Mwelase** | R- | R3 354,00 | R- | R3 354,00 |
| **Mr NM Myataza** | R- | R12 216,00 | R- | R12 216,00 |
| **Mr N Nhleko** | R- | R- | R- | R- |
| **Ms L Njomane** | R- | R42 999,00 | R- | R42 999,00 |
| **Ms T Nkambule** | R- | R- | R- | R- |
| **Dr K Nyembwe** | R- | R49 587,00 | R- | R49 587,00 |
| **Mr KR O'Jageer** | R- | R- | R- | R- |
| **Ms A Olukunle** | R- | R12 969,00 | R- | R12 969,00 |
| **Ms T Ramagofu** | R- | R22 518,00 | R- | R22 518,00 |
| **Mr M Ramahulu** | R- | R25 392,00 | R- | R25 392,00 |
| **Ms N Rampersad** | R- | R- | R- | R- |
| **Ms N Sampson** | R- | R36 171,00 | R- | R36 171,00 |
| **Mr AM Sentsho** | R- | R58 329,00 | R- | R58 329,00 |
| **Ms PF Sibiya** | R- | R12 696,00 | R- | R12 696,00 |
| **Dr NC Skeepers** | R- | R17 487,00 | R- | R17 487,00 |
| **Ms S Skorpen** | R- | R10 899,00 | R- | R10 899,00 |
| **Mr N Smit** | R- | R- | R- | R- |
| **Ms Smith L** | R- | R- | R- | R- |
| **Mr AH Sommer** | R- | R22 398,00 | R- | R22 398,00 |
| **Mr CP Stuurman** | R- | R14 613,00 | R- | R14 613,00 |
| **Mr M Thunzi** | R- | R14 013,00 | R- | R14 013,00 |
| **Prof E Theron** | R- | R- | R- | R- |
| **Ms SA Tire** | R632,40 | R14 373,00 | R- | R14 373,00 |
| **Mr MR Tlala** | R- | R- | R- | R- |
| **Dr N Tutu** | R- | R- | R- | R- |
| **Dr CAA van Zyl** | R- | R28 212,00 | R- | R28 212,00 |
| **Ms P Zweni** | R- | R- | R- | R- |
| **Mr NS Zimu** | | R17 247,00 | R- | R17 247,00 |
| | **4 240,80** | **1 332 832,00** | **-** | **1 336 080,40** |

# 8. REGULATION OFTHE ENGINEERING PRACTICE

The Engineering Council of South Africa has a legislative imperative in terms of Section 14 (g) of the Engineering Professions Act (the "EPA"), to take any steps it considers necessary for the protection of the public in their dealings with Registered Persons, for the maintenance of the integrity and the enhancement of the status of the engineering profession.

ECSA protects the interests of the public by regulating the professional conduct of Registered Persons through enforcing the Code of Conduct.

The Investigating Committee (the "IC") is a High Impact Committee of Council established in terms of Section 17 of the EPA.

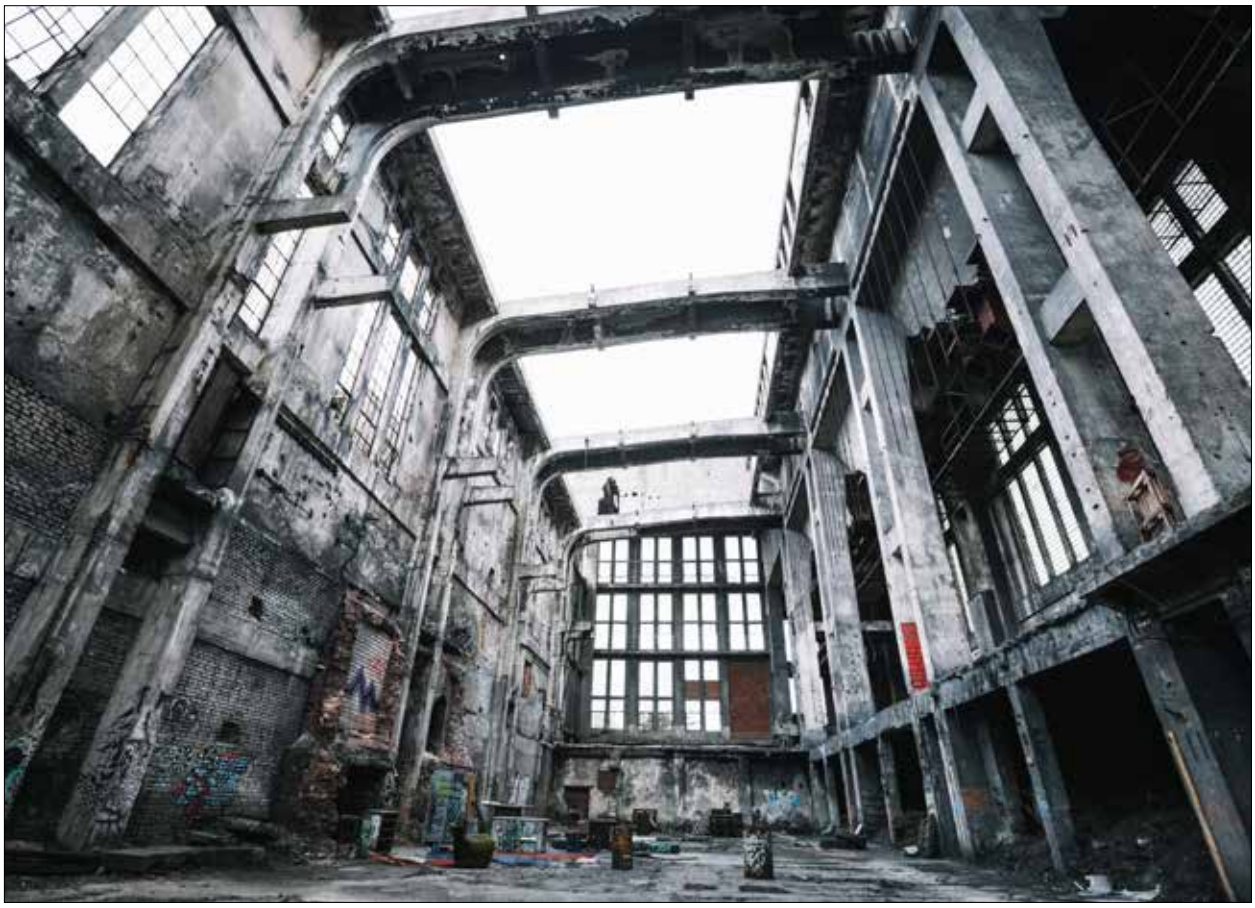
The IC is mandated in terms of Section 28 of the EPA, to investigate allegations of improper conduct against Registered Persons and to obtain evidence to determine whether or not, in its opinion, a Registered Person may be charged for breach of the Code of Conduct and, if so, to prefer charges against that Registered Person.

Ultimately, the investigating of complaints and any subsequent action against Registered Persons is focused on the enhancement of public safety, maintenance of professional standards and safeguarding the image of the profession.

The IC furthermore endeavours to determine trends, and initiate preventative steps regarding unprofessional conduct. To this end, it conducts peer-counselling meetings, issues advisory letters and generates practice notes.

A report on investigations over the past financial year is provided in the table below:

| INVESTIGATIVE MATTERS | 2020/2021 |
|---|---|
| Current Cases | 19 |
| Cases Carried Forward (2019/2020) | 5 |
| New Cases Received | 14 |
| Cases Closed | 25 |
| Appeals Held | 9 |
| Disciplinary Hearings Held | 9 |
| Overdue Cases | 0 |



PART D

# HUMAN RESOURCES MANAGEMENT

## 1. OVERVIEW OF HUMAN RESOURCES

Our human resources (HR) practices in the 2020/2021 financial year swiftly had to adapt to the unprecedented challenges of COVID-19. The pandemic imposed unplanned changes to the world of work, requiring reactive responses. The key priority was ensuring the safety and wellbeing of all ECSA employees.

An Occupational Health and Safety Assessment was conducted to ensure a safe working environment and to prevent the spread of COVID-19. A COVID-19 Policy and Health and Safety Protocols were developed in line with the COVID-19 regulations. Management developed guidelines for incident investigation and management and enabled employees to work remotely.

## 2. ORGANISATIONAL REDESIGN

Optimal organisational effectiveness relies on the alignment of strategy, organisational design and organisational systems and technologies.

The introduction of the 2020–2025 ECSA strategy necessitated a reconsideration of the organisational design and organogram to ensure a fit for purpose and functional structure for optimal organisational effectiveness and the achievement of ECSA's set objectives.

The newly approved organisational design and service delivery model has culminated in a human resources project of workforce planning and job profile review. Management was tasked with anticipating immediate and future human resource needs for the implementation of the ECSA 2020–2025 strategy, as well as a review of all employees' job profiles to ensure alignment and cascading of new responsibilities across occupational levels and categories.

## 3. HUMAN RESOURCES STRATEGIES

Additional priorities for 2020/2021, as underpinned by the integrated HR functional strategy, included a review of strategies aimed at improving organisational effectiveness and ensuring alignment with the 2020–2025 ECSA strategy. This strategy includes the Talent Management, Performance Management, Reward and Recognition, and Learning and Development strategies.

The development of two new strategies has been prioritised for approval over the next financial year: The Employee Relations Strategy and the Employee Wellness Strategy.

## 4. LEARNING AND DEVELOPMENT

The learning and development of employees is foundational to individual growth and organisational effectiveness. To this end, the appropriate resources have been allocated to ensure that the identified learning and development needs of employees are met. ECSA's Learning and Development Policy makes provision for a range of formal and informal opportunities that are consistent with individual needs, operational requirements and skills requirements.

Although the 2020/2021 period presented new difficulties with respect to learning and development approaches, ECSA continued to support staff with either Individual Development Plans (IDP), Continuing Professional Development (CPD) funding or study loans.

In addition to the allocated Training and Development Budget, ECSA received the mandatory grant disbursement from the ETDP SETA.

## 5. INTERNSHIP PROGRAMME

As a responsible corporate citizen, one of ECSA's social upliftment focus areas is the employment of young, previously disadvantaged graduates in the ECSA Internship Programme. The programme cuts across all disciplines within the administration function. For the period under review, two (2) interns were employed in Strategic Services and the Human Resources Business Unit respectively.

## 6. INTERNAL HR COMMITTEES

Internal HR committees add value in the workplace and help to maximise the participation of employees in matters of interest to them. These committees increase appropriate employee input in various programmes and inspire a culture of employee involvement, transparency and knowledge sharing. This contributes to a better morale. ECSA launched the following internal committees:

- **Employee Wellness Committee:** The objective of this committee is to lead and collaborate to foster sustainability with respect to the promotion of the health, safety and wellbeing of all employees.

- **Employment Equity Committee:** The objective of this committee is to assist the organisation in building a diverse and representative workforce.
- **Employee Staff Forum:** The objective of this committee is to provide a two-way communication process, involving and engaging employees through consultation by enabling them to contribute to the success of the organisation.

## 7. HUMAN RESOURCE OVERSIGHT STATISTICS

*Table 1: Personnel Cost by Salary Band*

| LEVEL | PERSONNEL EXPENDITURE (R'000) | % OF PERSONNEL EXP. OF TOTAL PERSONNEL COST (R'000) | NO. OF EMPLOYEES | AVERAGE PERSONNEL COST PER EMPLOYEE (R'000) |
|---|---|---|---|---|
| **Top Management** | R2 452 102,56 | 5,24 | 1 | R2 452 102,56 |
| **Senior Management** | R5 980 380,72 | 12,78 | 3 | R1 993 460,24 |
| **Professionally Qualified** | R10 156 259,16 | 21,70 | 9 | R1 128 473,24 |
| **Skilled** | R10 981 863,60 | 23,46 | 18 | R610 103,53 |
| **Semi-skilled** | R16 625 516,76 | 35,52 | 52 | R319 721,48 |
| **Unskilled** | R607 011,12 | 1,30 | 3 | R202 337,04 |
| **TOTAL** | **R46 803 133,92** | **100,00** | **86** | |

*Table 2: Performance Rewards*

| LEVEL | PERFORMANCE REWARDS | PERSONNEL EXPENDITURE | % OF PERFORMANCE REWARDS TO TOTAL PERSONNEL COSTS |
|---|---|---|---|
| **Top Management** | R55 751,39 | R2 452 102,56 | 2,27 |
| **Senior Management** | R222 623,34 | R5 980 380,72 | 3,72 |
| **Professionally Qualified** | R301 395,90 | R10 156 259,16 | 2,97 |
| **Skilled** | R257 382,89 | R9 551 584,80 | 2,69 |
| **Semi-skilled** | R365 240,89 | R14 380 814,28 | 2,54 |
| **Unskilled** | R16 085,10 | R63 884,42 | 25,18 |
| **TOTAL** | **R1 218 479,51** | **R42 585 025,94** | **2,86** |

*Table 3: Training Costs*

| PROGRAMME/ACTIVITY/OBJECTIVE | PERSONNEL EXPENDITURE (R'000) | TRAINING EXPENDITURE (R'000) | TRAINING EXPENDITURE AS A % OF PERSONNEL COST | NO. OF EMPLOYEES TRAINED | AVG. TRAINING COST PER EMPLOYEE (R'000) |
|---|---|---|---|---|---|
| **Webinar Sage VIP** | R1 926 657,84 | R1 250.00 | 0,06% | 1 | R1 250.00 |
| **Webinar SABPP** | R1 926 657,84 | R1 150.00 | 0,06% | 1 | R1 150.00 |
| **Conference SABPP** | R1 360 049,88 | R1 250.00 | 0,10% | 1 | R1 250.00 |
| **Equity Training** | | R8 400.00 | | 10 | |
| **Labour Law Seminar** | R2 955 472,68 | R3 900.00 | 0,13% | 3 | R1 300.00 |
| **Employment Equity Training** | R7 809 758,64 | R25 000.00 | 0,32% | 10 | R2 500.00 |
| **SAATCA** | R5 036 007,84 | R6 242.60 | 0,12% | 5 | R1 248.52 |
| **Scott-Safe** | R2 408 628,48 | R5 495.00 | 0,23% | 6 | R 915.83 |
| **Everest Leadership Training** | R7 809 758,64 | R25 000.00 | 0,32% | 10 | R2 500.00 |
| **TNM Corporate Solutions (PTY) LTD** | R407 159,04 | R6 999.00 | 1,72% | 1 | R6 999.00 |
| **Customised-Business English Course** | R946 627,20 | R9 774.92 | 1,03% | 1 | R9 774.92 |
| **Labour Law Seminar** | R1 926 657,84 | R1 300.00 | 0,07% | 1 | R9 774.92 |
| **Policy Management. Implementation and Analysis in the Public Sector** | R999 766,80 | R6 450.00 | 0,65% | 1 | R1 300.00 |
| **Introduction to Labour Law** | R407 159,04 | R3 900.00 | 0,96% | 1 | R6 450.00 |
| **Project Management** | R391 868,88 | R8 395.00 | 2,14% | 1 | R3 900.00 |
| **Supervisory Management** | R397 118,16 | R7 923.50 | 1,99% | 1 | R8 395.00 |
| **Effective Business Writing** | R2 018 018,40 | R5 4737.70 | 2,71% | 6 | R7 923.50 |
| **Power Point Master Class** | R2 056 214,76 | R17 232.75 | 0,84% | 3 | R5 744.25 |
| **Dynamics 365 Fundamentals** | R2 335 163,88 | R14 576.25 | 0,62% | 3 | R4 858.75 |
| **Organisational Design and Process Identification Master Class** | R1 360 049,88 | R9 198.85 | 0,68% | 1 | R9 198.85 |
| **Programme in Total Quality Management** | R275 064,48 | R9 915.00 | 3,34% | 1 | R9 915.00 |

*Table 4: Employment and Vacancies*

| SALARY BAND | APPOINTED | VACANT | IN PROCESS OF APPOINTING | VACANCIES NOT TO BE APPOINTED |
|---|---|---|---|---|
| **Top Management** | 0 | 0 | 0 | 0 |
| **Senior Management** | 0 | 1 | 1 | 2 |
| **Professionally Qualified** | 0 | 4 | 0 | 2 |
| **Skilled** | 4 | 3 | 1 | 2 |
| **Semi-skilled** | 1 | 1 | 1 | 0 |
| **Unskilled** | 0 | 0 | 0 | 0 |
| **TOTAL** | **5** | **9** | **3** | **6** |

*Table 5: Reason for Staff Leaving*

| REASON | TOTAL NUMBER OF STAFF LEAVING |
|---|---|
| **Death** | 0 |
| **Resignation** | 6 |
| **Dismissal** | 1 |
| **Retirement** | 1 |
| **Ill health** | 1 |
| **Expiry of Contract** | 22 |
| **Other** | 6 |
| **Total** | **38** |

*Table 6: Misconduct and Disciplinary Actions*

| NATURE OF DISCIPLINARY ACTION | NUMBER |
|---|---|
| **Counselling** | 0 |
| **Verbal Warning** | 2 |
| **Written Warning** | 0 |
| **Final Written Warning** | 1 |
| **Dismissal** | 4 |

*Table 7: Employment Equity (Male)*

| LEVEL | MALE | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | AFRICAN | | COLOURED | | INDIAN | | WHITE | |
| | CURRENT | TARGET | CURRENT | TARGET | CURRENT | TARGET | CURRENT | TARGET |
| **Top Management** | 1 | | 0 | | 0 | | 0 | |
| **Senior Management** | 2 | | 0 | | 0 | | 0 | |
| **Professionally Qualified** | 1 | | 0 | | 0 | | 0 | |
| **Skilled** | 6 | | 0 | | 1 | | 0 | |
| **Semi-skilled** | 17 | | 0 | | 0 | | 0 | |
| **Unskilled** | 0 | | 0 | | 0 | | 0 | |
| **TOTAL** | **27** | | **0** | | **1** | | **0** | |

*Table 8: Employment Equity (Female)*

| LEVEL | FEMALE | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | AFRICAN | | COLOURED | | INDIAN | | WHITE | |
| | CURRENT | TARGET | CURRENT | TARGET | CURRENT | TARGET | CURRENT | TARGET |
| **Top Management** | 0 | | 0 | | 0 | | 0 | |
| **Senior Management** | 1 | | 0 | | 0 | | 0 | |
| **Professionally Qualified** | 7 | | 1 | | 0 | | 0 | |
| **Skilled** | 8 | | 0 | | 2 | | 1 | |
| **Semi-skilled** | 31 | | 3 | | 0 | | 1 | |
| **Unskilled** | 3 | | 0 | | 0 | | 0 | |
| **TOTAL** | 50 | | 4 | | 2 | | 2 | |

*Table 9: Employment Equity (Disabled)*

| LEVEL | DISABLED STAFF | | | |
|---|---|---|---|---|
| | MALE | | FEMALE | |
| | CURRENT | TARGET | CURRENT | TARGET |
| **Top Management** | 0 | 0 | 0 | 0 |
| **Senior Management** | 0 | 0 | 0 | 0 |
| **Professionally Qualified** | 0 | 0 | 0 | 0 |
| **Skilled** | 0 | 0 | 0 | 0 |
| **Semi-skilled** | 0 | 0 | 0 | 0 |
| **Unskilled** | 0 | 0 | 0 | 0 |
| **TOTAL** | 0 | **0** | 0 | **0** |

PART E

# REGULATORY FUNCTIONS

## 1. REGISTRATION OVERVIEW

The Engineering Professions Act (EPA), 46 of 2000 is ECSA's founding legislation and empowers it to register persons applying for registration across all professional and candidate categories of registration, as stipulated in section 18(1) (a) (b) (c) of the EPA, while the requirements to be met by applicants are listed in section 19.

ECSA's business was constrained by the uncertainty presented by the unprecedented impact of the global COVID- 19 pandemic. A number of shifts had to be made to align operationally with the new environment.

Adjustment of registrations processes were initiated around professional reviews/ interviews, which could no longer be conducted on a face-to-face basis, due to the pandemic. ECSA invested in virtual platforms to conduct professional reviews/ interviews. This brought about positive change that reduced the time periods needed for processing applications; because of this change, professional applications were finalised in some instances within 3 months.

In August 2020, the Fifth Term Council officially approved the roll-out for recording all professional interviews so as to provide another level of fairness, transparency and credibility within the interview process. The implementation of the decision taken on virtual platforms was rendered straightforward by the availability of the recording function.

Feedback collected from internal and external stakeholders on the change continues to be positive. The feedback was given about the convenience of conducting and attending the interviews; the cost-effectiveness imbued by the fact that applicant and panellist no longer had to travel to physical venues; considerations around safety precautions for all parties concerning the spread of the virus.

The financial year 2020/2021 further marked the first ever once-off, free-of-charge promotion by ECSA to applicants who were eligible for applying to be part of international registers. ECSA continues to stand as the only African body who is a signatory to the International Engineering Alliance (IEA), making the presence of Africa felt in the international arena in engineering.

Engineering practitioners who are part of the international register facilitate mobility worldwide. Over and above the register that permits mobility of South African engineering practitioners, it is a requisites for ECSA to maintain its membership as a signatory in the IEA.

ECSA has three (3) international registers, namely professional engineers, professional engineering technologists and professional engineering technicians.

Working in collaboration with Voluntary Associations, ECSA doubled the numbers of internationally endorsed engineering practitioners across all professional categories of registration in this financial year. This achievement has contributed towards the readiness of ECSA for its IEA review, which is due in the professional engineers' category in the next Financial Year.

## 2. REGISTRATION TRENDS

In the 2019/2020 financial year, the number of Registered Persons reported stood at 55 733 during the 2020/2021 financial year a total of 3 181 new registrations were added on the register, bringing the total of the register to 56 509. The difference accounts for the cancellations/de-registrations during the reporting period.

The main purpose of the present analysis of registration trends and the overview is to project the registration statistics per race and gender for the current reporting period, and to show the existing trends of registration per race, gender and category of registration over a period of 5 years.

## 3. REGISTRATION STATISTICS

*Table 1: Professional Category Registration Statistics*

| PROFESSIONAL ENGINEER | | | |
|---|---|---|---|
| | | TOTAL REGISTRATIONS | NEW REGISTRATIONS |
| **TOTALS** | | 19772 | 488 |
| **Gender** | Male | 18584 | 395 |
| | Female | 1188 | 93 |
| **Race** | African | 2251 | 156 |
| | White | 16056 | 231 |
| | Indian | 1220 | 80 |
| | Coloured | 245 | 21 |

| PROFESSIONAL ENGINEERING TECHNOLOGIST | | | |
|---|---|---|---|
| | | TOTAL REGISTRATIONS | NEW REGISTRATIONS |
| **TOTALS** | | 6425 | 231 |
| **Gender** | Male | 5925 | 200 |
| | Female | 500 | 31 |
| **Race** | African | 2076 | 132 |
| | White | 3568 | 56 |
| | Indian | 520 | 28 |
| | Coloured | 261 | 15 |

| PROFESSIONAL CERTIFICATED ENGINEER | | | |
|---|---|---|---|
| | | TOTAL REGISTRATIONS | NEW REGISTRATIONS |
| **TOTALS** | | 1033 | 15 |
| **Gender** | Male | 1028 | 15 |
| | Female | 5 | 0 |
| **Race** | African | 86 | 12 |
| | White | 904 | 3 |
| | Indian | 33 | 0 |
| | Coloured | 10 | 0 |

| PROFESSIONAL ENGINEERING TECHNICIAN | | | |
|---|---|---|---|
| | | TOTAL REGISTRATIONS | NEW REGISTRATIONS |
| **TOTALS** | | 5720 | 219 |
| **Gender** | Male | 4941 | 163 |
| | Female | 779 | 56 |
| **Race** | African | 2569 | 179 |
| | White | 2725 | 25 |
| | Indian | 220 | 6 |
| | Coloured | 206 | 9 |

*Figure 1: Professional Category Registration Statistics By Category*

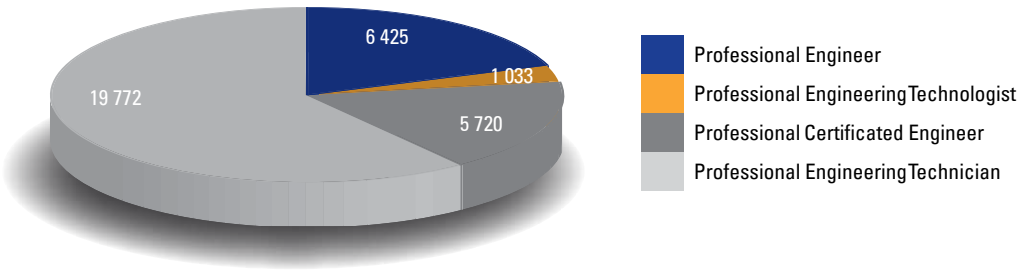



*Table 2: Professional Category Registration Statistics By Gender and Category*

| CATEGORY | MALE | FEMALE | TOTAL |
|---|---|---|---|
| **Professional Engineer** | 18584 | 1188 | 19772 |
| **Professional Engineering Technologist** | 5925 | 500 | 6425 |
| **Professional Certificated Engineer** | 1028 | 5 | 1033 |
| **Professional Engineering Technician** | 4941 | 779 | 5720 |

*Figure 2: Professional Category Registration Statistics By Gender and Category*

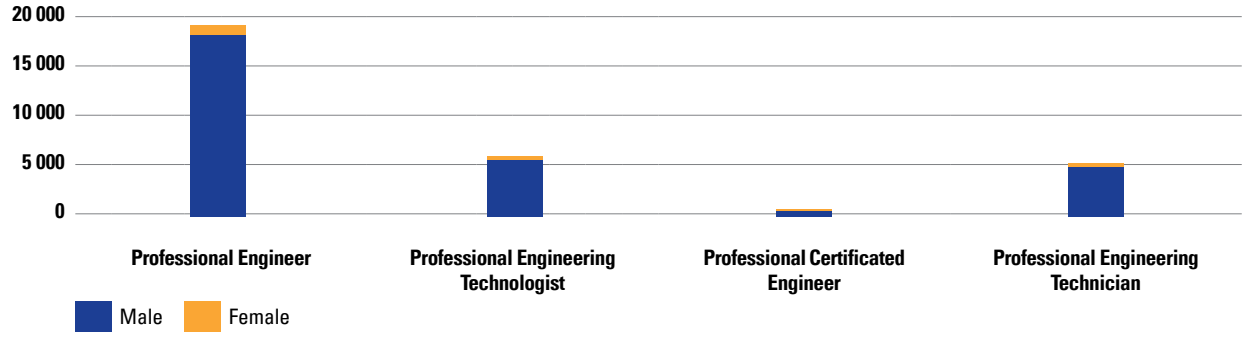



*Table 3: Professional Category Registration Statistics By Race and Category*

| CATEGORY | AFRICAN | WHITE | INDIAN | COLOURED |
|---|---|---|---|---|
| **Professional Engineer** | 2251 | 16056 | 1220 | 245 |
| **Professional Engineering Technologist** | 2076 | 3568 | 520 | 261 |
| **Professional Certificated Engineer** | 86 | 904 | 33 | 10 |
| **Professional Engineering Technician** | 2569 | 2725 | 220 | 206 |

*Figure 3: Professional Category Registration Statistics By Race and Category*

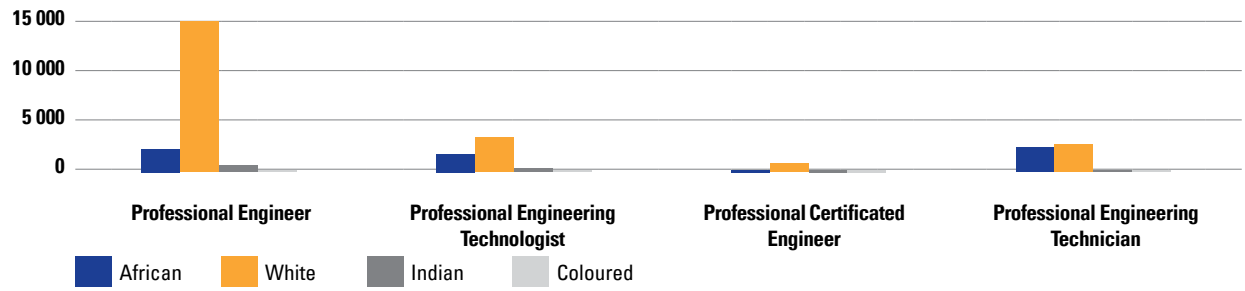


*Table 4: Candidate Category Registration Statistics*

| CANDIDATE ENGINEER | | | | | |
|---|---|---|---|---|---|
| | | TOTAL REGISTRATIONS | 3 YEARS AND LESS | 4 - 5 YEARS | OVER 6 YEARS |
| **TOTALS** | | 9785 | 3061 | 1835 | 3933 |
| **Gender** | Male | 7503 | 2300 | 1376 | 3026 |
| | Female | 2282 | 761 | 459 | 907 |
| **Race** | African | 4125 | 1636 | 792 | 1410 |
| | White | 3942 | 888 | 721 | 1788 |
| | Indian | 1396 | 412 | 264 | 613 |
| | Coloured | 322 | 125 | 58 | 122 |

| CANDIDATE ENGINEERING TECHNOLOGIST | | | | | |
|---|---|---|---|---|---|
| | | TOTAL REGISTRATIONS | 3 YEARS AND LESS | 4 - 5 YEARS | OVER 6 YEARS |
| **TOTALS** | | 5688 | 2302 | 1101 | 1650 |
| **Gender** | Male | 4292 | 1687 | 849 | 1294 |
| | Female | 1396 | 615 | 252 | 356 |
| **Race** | African | 4172 | 1837 | 790 | 1087 |
| | White | 771 | 205 | 149 | 318 |
| | Indian | 504 | 158 | 123 | 174 |
| | Coloured | 241 | 102 | 39 | 71 |

| CANDIDATE CERTIFICATED ENGINEER | | | | | |
|---|---|---|---|---|---|
| | | TOTAL REGISTRATIONS | 3 YEARS AND LESS | 4 - 5 YEARS | OVER 6 YEARS |
| **TOTALS** | | 279 | 70 | 51 | 106 |
| **Gender** | Male | 266 | 66 | 49 | 104 |
| | Female | 13 | 4 | 2 | 2 |
| **Race** | African | 154 | 48 | 33 | 38 |
| | White | 89 | 14 | 12 | 48 |
| | Indian | 24 | 4 | 6 | 13 |
| | Coloured | 12 | 4 | 0 | 7 |

| CANDIDATE ENGINEERING TECHNICIAN | | | | | |
|---|---|---|---|---|---|
| | | TOTAL REGISTRATIONS | 3 YEARS AND LESS | 4 - 5 YEARS | OVER 6 YEARS |
| **TOTALS** | | 6691 | 2400 | 1032 | 3008 |
| **Gender** | Male | 4685 | 1674 | 714 | 2138 |
| | Female | 2006 | 726 | 318 | 870 |
| **Race** | African | 5439 | 2105 | 844 | 2273 |
| | White | 598 | 100 | 99 | 400 |
| | Indian | 406 | 107 | 51 | 231 |
| | Coloured | 237 | 80 | 38 | 103 |

*Figure 4: Candidate Category Registration Statistics By Category*

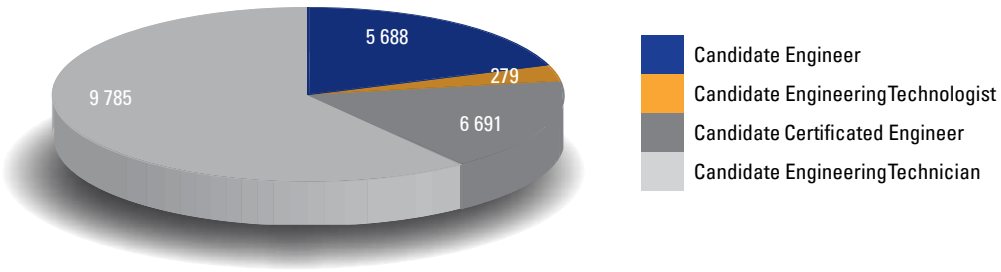



*Table 5: Candidate Category Registration Statistics By Gender and Category*

| CATEGORY | MALE | FEMALE | TOTAL |
|---|---|---|---|
| **Candidate Engineer** | 7503 | 2282 | 9785 |
| **Candidate Engineering Technologist** | 4292 | 1396 | 5688 |
| **Candidate Certificated Engineer** | 266 | 13 | 279 |
| **Candidate Engineering Technician** | 4685 | 2006 | 6691 |

*Figure 5: Candidate Category Registration Statistics By Gender and Category*

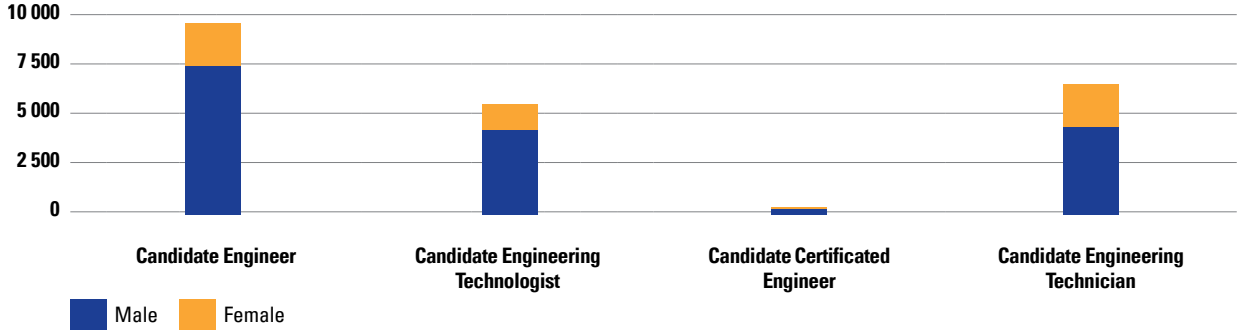



*Table 6: Candidate Category Registration Statistics By Race and Category*

| CATEGORY | AFRICAN | WHITE | INDIAN | COLOURED |
|---|---|---|---|---|
| **Candidate Engineer** | 4125 | 3942 | 1396 | 322 |
| **Candidate Engineering Technologist** | 4172 | 771 | 504 | 241 |
| **Candidate Certificated Engineer** | 154 | 89 | 24 | 12 |
| **Candidate Engineering Technician** | 5439 | 598 | 406 | 237 |

*Figure 6: Candidate Category Registration Statistics By Race and Category*

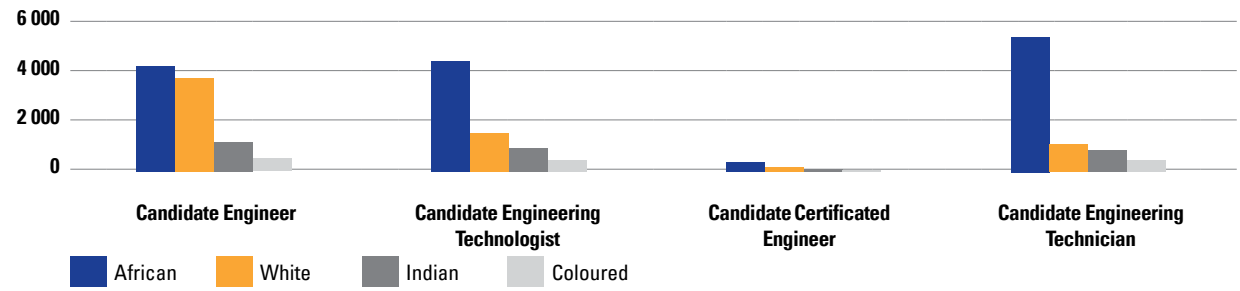


*Table 7: Candidate Category Registration Statistics*

| | | TOTAL REGISTRATIONS | REGISTERED LIFTING MACHINERY INSPECTORS | REGISTERED MEDICAL EQUIPMENT MAINTAINERS | REGISTERED FIRE PROTECTION SYSTEMS PRACTITIONERS | REGISTERED LIFT INSPECTORS |
|---|---|---|---|---|---|---|
| **TOTALS** | | 1079 | 938 | 4 | 10 | 127 |
| **Gender** | Male | 1067 | 929 | 3 | 10 | 125 |
| | Female | 12 | 9 | 1 | 0 | 2 |
| **Race** | African | 141 | 128 | 1 | 1 | 11 |
| | White | 834 | 728 | 3 | 8 | 95 |
| | Indian | 65 | 53 | 0 | 0 | 12 |
| | Coloured | 39 | 29 | 0 | 1 | 9 |

*Figure 7: Specified Category Registration Statistics By Category*

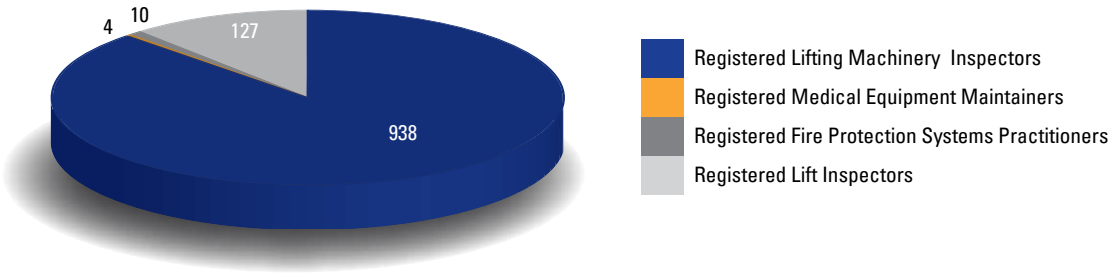



*Table 8: Specified Category Registration Statistics By Category*

| CATEGORY | MALE | FEMALE | TOTAL |
|---|---|---|---|
| **Registered Lifting Machinery Inspectors** | 929 | 9 | 938 |
| **Registered Medical Equipment Maintainers** | 3 | 1 | 4 |
| **Registered Fire Protection Systems Practitioners** | 10 | 0 | 10 |
| **Registered Lift Inspectors** | 125 | 2 | 127 |

*Figure 8: Specified Category Registration Statistics By Gender and Category*

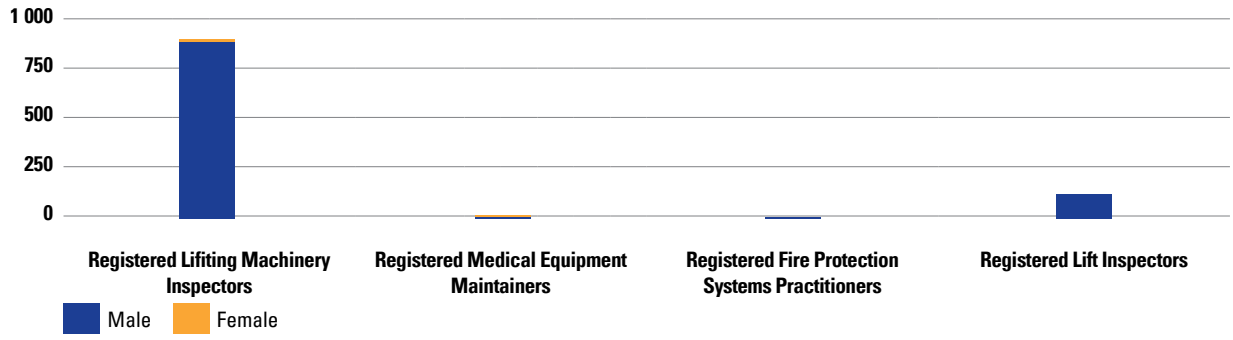


*Table 9: Specified Category Registration Statistics By Race and Category*

| CATEGORY | AFRICAN | WHITE | INDIAN | COLOURED |
|---|---|---|---|---|
| Registered Lifting Machinery Inspectors | 128 | 728 | 53 | 29 |
| Registered Medical Equipment Maintainers | 1 | 3 | 0 | 0 |
| Registered Fire Protection Systems Practitioners | 1 | 8 | 0 | 1 |
| Registered Lift Inspectors | 11 | 95 | 12 | 9 |

*Figure 9: Specified Category Registration Statistics By Race and Category*

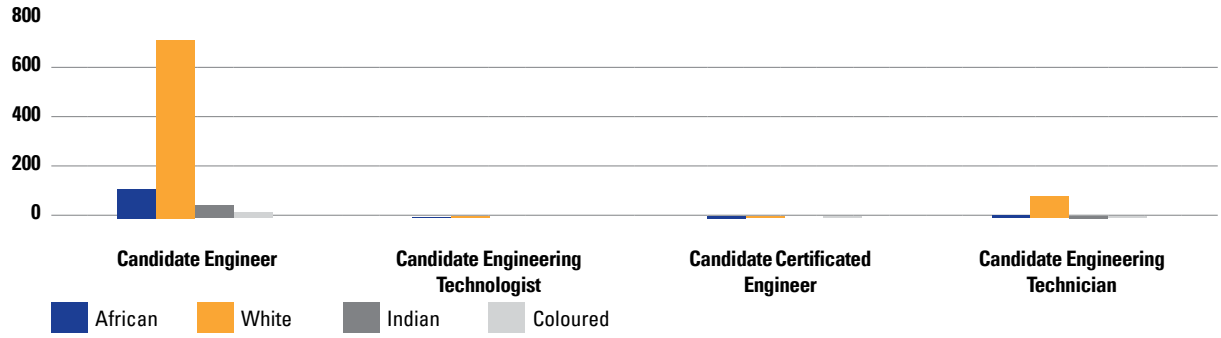



*Table 10: New Registration Statistics From 2015 to 2019 (per Financial Year)*

| PROFESSIONAL CATEGORY | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---|---|---|---|---|
| Professional Engineer | 857 | 443 | 523 | 507 | 503 |
| Professional Engineering Technologist | 317 | 343 | 304 | 320 | 249 |
| Professional Certificated Engineer | 20 | 16 | 18 | 17 | 5 |
| Professional Engineering Technician | 306 | 270 | 163 | 205 | 178 |

| CANDIDATE CATEGORY | | | | | |
|---|---|---|---|---|---|
| Candidate Engineer | 1085 | 1136 | 1348 | 1229 | 792 |
| Candidate Engineering Technologist | 579 | 690 | 978 | 959 | 959 |
| Candidate Certificated Engineer | 18 | 29 | 50 | 32 | 17 |
| Candidate Engineering Technician | 668 | 758 | 1117 | 1182 | 689 |

| SPECIFIED CATEGORY | | | | | |
|---|---|---|---|---|---|
| Registered Lifting Machinery Inspectors | 59 | 14 | 53 | 47 | 28 |
| Registered Medical Equipment Maintainers | 0 | 0 | 0 | 0 | 0 |
| Registered Fire Protection System Inspectors | 0 | 0 | 2 | 2 | 1 |
| Registered Lift Inspectors | 4 | 6 | 1 | 2 | 0 |

| INTERNATIONAL CATEGORY | | | | | |
|---|---|---|---|---|---|
| IPEA | 2 | 4 | 4 | 1 | 31 |
| IETA | 1 | 0 | 0 | 0 | 6 |
| AIET | 0 | 0 | 0 | 0 | 0 |
| Grand Total | 5374 | 5540 | 5573 | 4503 | 3468 |

*Figure 10: Professional New Registration Statistics Trends 2015 to 2019 (per Calender Year)*

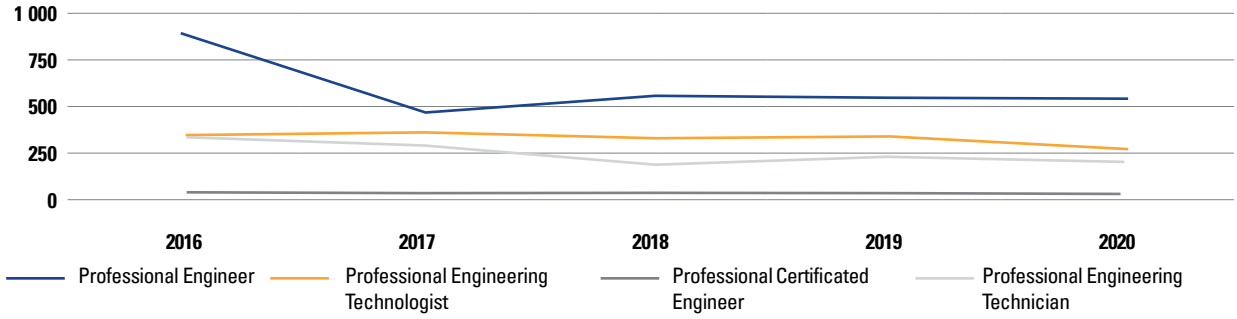



*Figure 11: Candidate New Registration Statistics Trends 2015 to 2019 (per Calendar Year)*

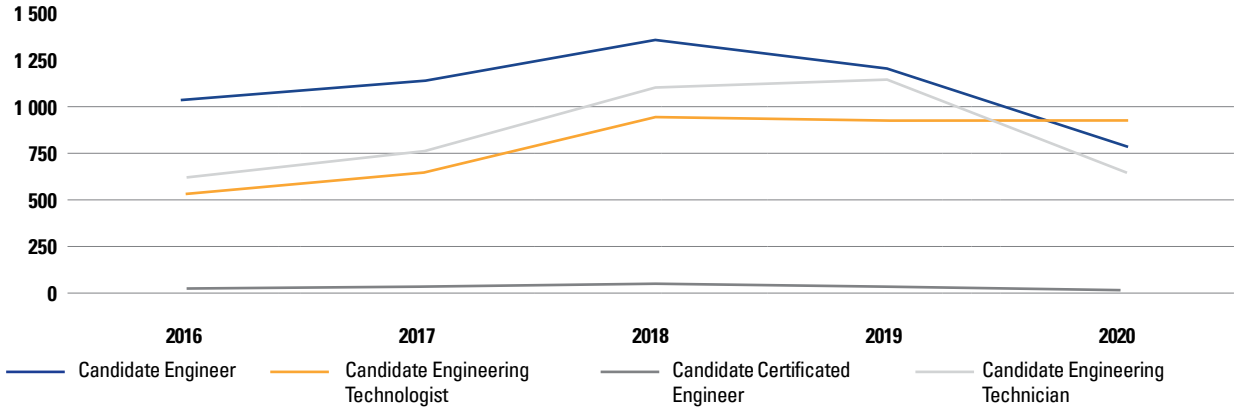



*Figure 12: Specified Category New Registration Statistics Trends 2015 to 2019 (per Calender Year)*

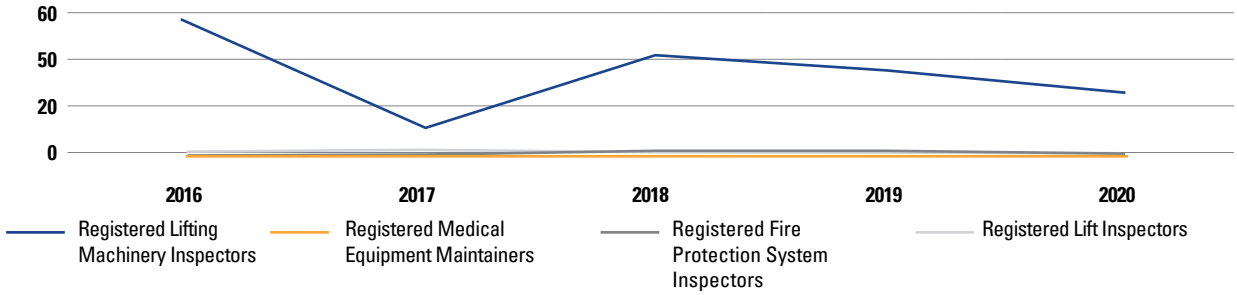



*Table 11: Professional Category Age Analysis*

| AGE GROUPS | AFRICAN | COLOURED | INDIAN | WHITE |
|---|---|---|---|---|
| **20-29** | 165 | 19 | 46 | 96 |
| **30-39** | 3126 | 224 | 722 | 2307 |
| **40-49** | 2736 | 279 | 744 | 2567 |
| **50-59** | 759 | 150 | 340 | 3310 |
| **60-69** | 165 | 36 | 107 | 3367 |
| **70+** | 31 | 12 | 29 | 5723 |

*Figure 13: Professional Category Age Analysis*

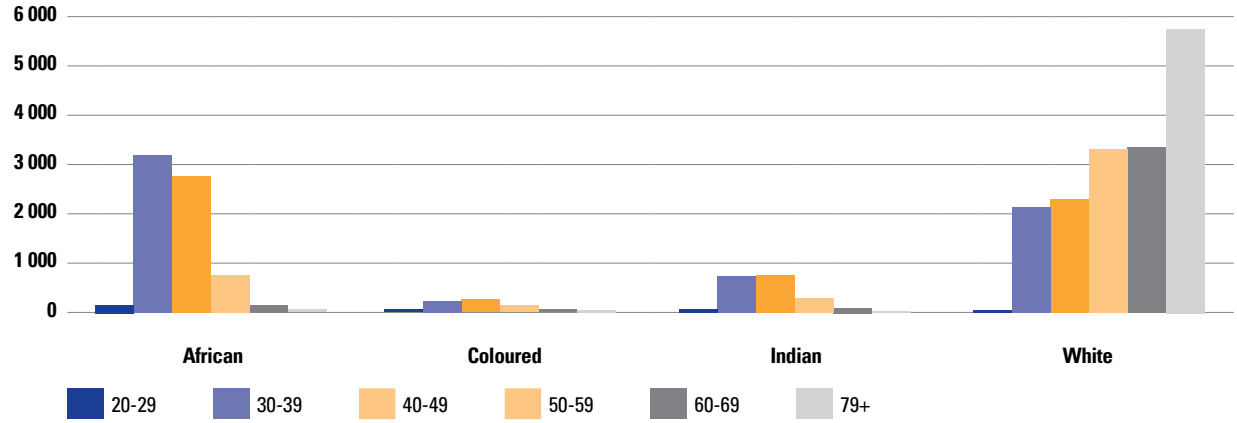



*Table 12: Candidate Category Age Analysis*

| AGE GROUPS | AFRICAN | COLOURED | INDIAN | WHITE |
|---|---|---|---|---|
| **20-29** | 4370 | 296 | 850 | 1484 |
| **30-39** | 7406 | 413 | 1172 | 2738 |
| **40-49** | 1852 | 80 | 263 | 587 |
| **50-59** | 250 | 20 | 39 | 311 |
| **60-69** | 11 | 3 | 5 | 103 |
| **70+** | 1 | 0 | 0 | 36 |

*Figure 14: Candidate Category Age Analysis*

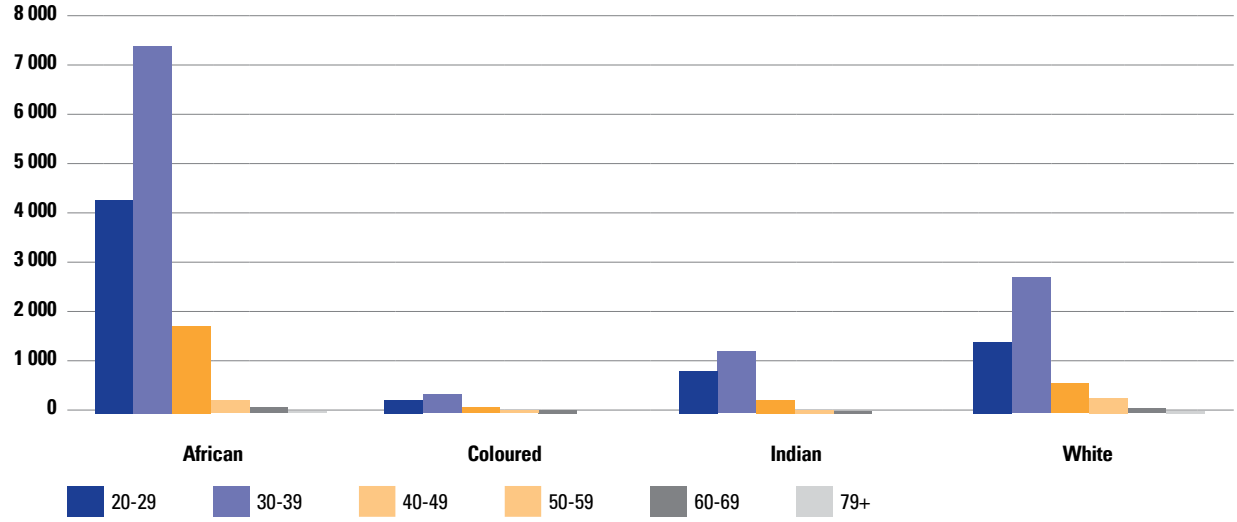
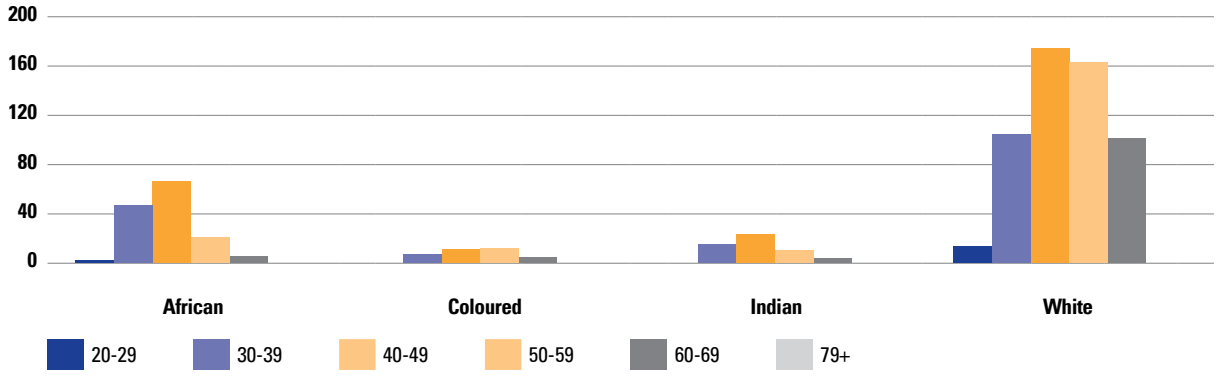


*Table 13: Specified Category Category Age Analysis*

| AGE GROUPS | AFRICAN | COLOURED | INDIAN | WHITE |
|---|---|---|---|---|
| 20-29 | 1 | 0 | 0 | 14 |
| 30-39 | 47 | 7 | 16 | 106 |
| 40-49 | 67 | 11 | 23 | 177 |
| 50-59 | 21 | 12 | 10 | 165 |
| 60-69 | 5 | 3 | 3 | 102 |
| 70+ | 0 | 0 | 0 | 0 |

*Figure 15: Specified Category Category Age Analysis*




## 4. EDUCATION OVERVIEW

The Engineering Council of South Africa is a statutory body established in terms of the Engineering Profession Act, 46 of 2000, with a mandate to regulate the engineering profession to protect the public, health and safety and work environment against unsound engineering practices.

To this end, ECSA undertakes, among other things, the accreditation of engineering programmes at Higher Education Institutions (HEIs); evaluation of non-accredited engineering educational qualifications; identification of the engineering scope of work; registering persons in the prescribed categories of registration; regulating the professional conduct of Registered Persons and implementing a system of Continuous Professional Development (CDP).

The education and quality assurance mandate of ECSA, that is, accreditation and education evaluation, is derived from Sections 5 and 6 of the Higher Education Act, 101 of 1997. Section 13 of the Engineering Profession Act, 46 of 2000 further requires that ECSA collaborate with the Council for Higher Education (CHE), other quality assurance bodies, the South African Qualifications Authority (SAQA) and further voluntary non-statutory engineering professional bodies in order to properly execute its mandate.

ECSA is committed to upholding the highest education standards through the accreditation of HEQsF-aligned engineering programmes; the evaluation of non-accredited education qualifications; processing applications for endorsement of new HEQsF-aligned qualification programmes in terms of CHE requirements; the certification of workplace engineering training academies as well as the accreditation of workplace engineering academy training programmes.

### 4.1 ACCREDITATION

Accreditation is the process of evaluation and recognition by ECSA of education programmes offered by Higher Education Institutes (HEI's) relating to the engineering profession, by means of a quality-assurance procedure in line with ECSA's policies, standards and approved procedures.

ECSA uses a peer review mechanism in which teams of trained assessors undertake the accreditation process and make a recommendation to the Education Committee, which is mandated to make a final decision on accreditation.

Private and public engineering education providers can request ECSA to accredit programmes using renowned and internationally aligned ECSA policies, standards and procedures, as envisaged in the existing legislative framework.

### 4.2 EVALUATION OF EDUCATIONAL QUALIFICATIONS

Individuals seeking registration for practicing as engineers while they are in possession of non-accredited local or international engineering qualification(s) or those not recognised by ECSA through the International Engineering Alliance (IEA) accords, that is, the Washington Accord, Dublin Accord and Sydney Accord, may request ECSA to evaluate such qualification(s) so as to determine substantial equivalence so as to be eligible for registration with ECSA in various categories.

ECSA uses a peer review mechanism in which teams of trained evaluators undertake to determine the substantial equivalence of the educational qualification in terms of ECSA's rigorous education evaluation policy and processes, which are aligned to international standards to make their recommendation to ECSA.

### 4.3 ENDORSEMENT OF ENGINEERING PROGRAMMES

The Council on Higher Education (CHE), before it accredits engineering programmes in the higher education qualification sub-framework, requires that education providers offering qualifications that lead to professional registration must approach ECSA for endorsement prior to the CHE granting initial accreditation.

ECSAs endorsement of an engineering programme centres on a high-level assessment with a view to determining whether the programme has the potential, in the fullness of time, to be successfully accredited by ECSA after having fulfilled CHE and SAQA requirements.

ECSA endorsement is therefore a confirmation to the CHE by ECSA that a programme has the necessary elements to be considered an engineering programme.

Endorsement is therefore not accreditation of an engineering programme by ECSA.

### 4.4 CERTIFICATION OF ENGINEERING TRAINING ACADEMIES AND ACCREDITATION OF ACADEMIES ENGINEERING TRAINING PROGRAMMES

National consultative process undertaken by ECSA during 2015 and 2016 highlighted, among others, that a gap exists in the training, development and mentoring programmes that provide support and exposure to candidate engineers, technologists and technicians.

ECSA has developed a training academies development concept and has approved a suite of policies, standards and procedures for implementation. These include the following: certification of workplace engineering training academies, accreditation of training programmes as and monitoring of the implementation of training programmes.

The training academies development concept will be implemented in order to structure and monitor the development of its registered candidates with the intention of reducing the number of practitioners that are lost in the engineering skills pipeline between the graduation stage and professional registration.

## 5. EDUCATION STATISTICS

### 5.1 ACCREDITATION STATISTICS

Due to the COVID-19 pandemic and the subsequent introduction of government regulations, no accreditation was conducted during the period under review.

ECSA subsequently introduced emergency measures in the form of online remote reviews to prepare for successful implementation of accreditation once the COVID-19 regulations had been relaxed. While remote reviews do not amount to formal accreditation by ECSA, but had been put in place as mechanisms with a view to managing the risk to Higher Education Institutions (HEIs) of their provisional accreditation only taking place during the first quarter of 2021, after their first cohort of graduates.

The statistics below indicate the number of online remote reviews and desktop evaluations conducted by ECSA during the period under review.

PROGRAMMES AND INSTITUTIONS

| PROGRAMME TYPES | NUMBER OF PROGRAMMES |
|---|---|
| Number of programmes reviewed remotely | 33 |
| Number of programmes reviewed by desktop | 6 |
| **Total** | **39** |

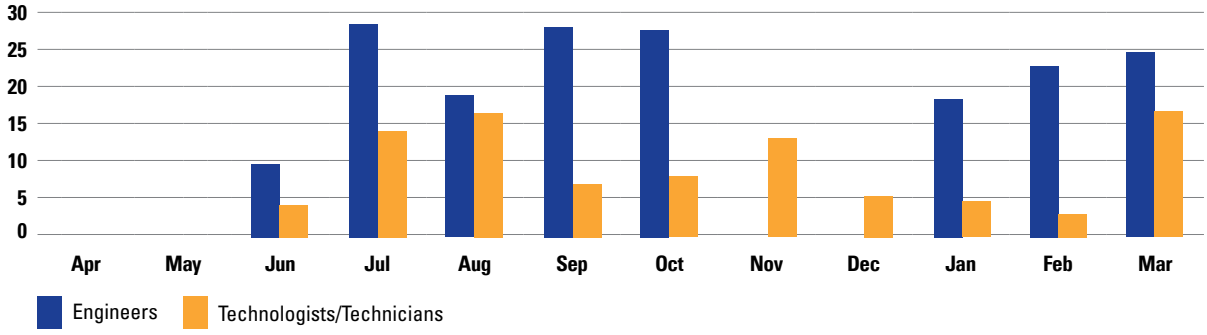
## 5.2 EVALUATION OF EDUCATIONAL QUALIFICATION STATISTICS

### 5.2.1 FOREIGN QUALIFICATION APPLICATIONS PROCESSED

*Table 1: Foreign Qualification Evaluation Applications Processed*

| CATEGORIES | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Engineers** | 0 | 0 | 10 | 28 | 19 | 27 | 26 | 0 | 0 | 18 | 23 | 25 | 176 |
| **Technologists/ Technicians** | 0 | 0 | 4 | 14 | 17 | 7 | 8 | 13 | 6 | 5 | 3 | 17 | 94 |
| | **0** | **0** | **14** | **42** | **36** | **34** | **34** | **13** | **6** | **23** | **26** | **42** | **270** |

*Figure 1: Foreign Qualifications Evaluation Applications Processed*

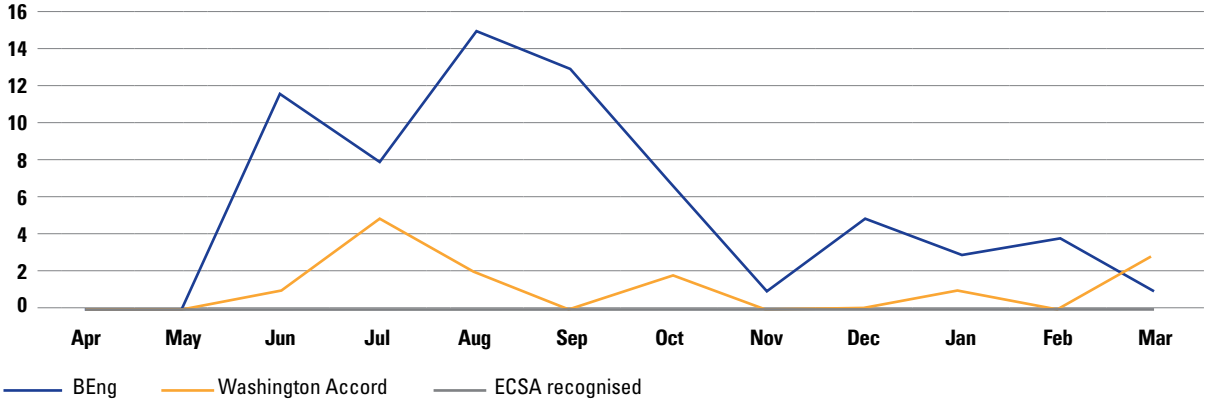



### 5.2.2 FOREIGN QUALIFICATION SUBSTANTIALLY EQUIVALENT FOR ENGINEERS

*Table 2: Foreign Qualification Substantially Equivalent for Engineers*

| CATEGORIES | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **BEng** | 0 | 0 | 11 | 8 | 15 | 13 | 7 | 1 | 5 | 3 | 4 | 1 | 68 |
| **Washington Accord** | 0 | 0 | 1 | 5 | 2 | 0 | 2 | 0 | 0 | 1 | 0 | 3 | 14 |
| **ECSA recognised** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | **0** | **0** | **12** | **13** | **17** | **13** | **9** | **1** | **5** | **4** | **4** | **4** | **82** |

*Figure 2: Foreign Qualifications Substantially Equivalent for Engineers*

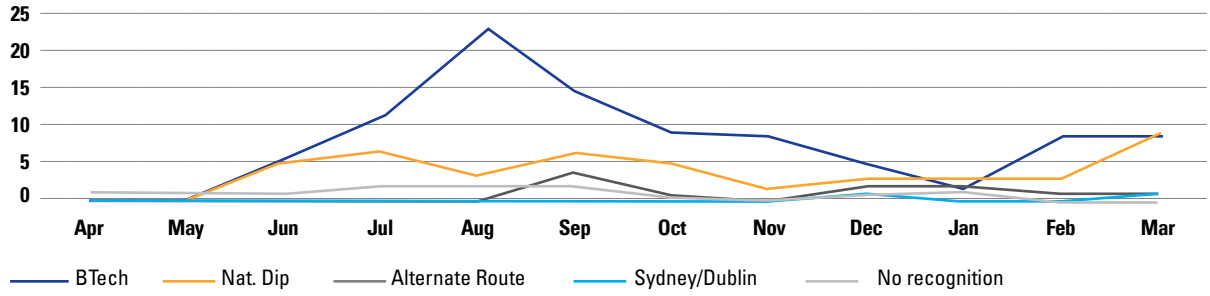


### 5.2.3 FOREIGN QUALIFICATIONS SUBSTANTIALLY EQUIVALENT FOR TECHNOLOGISTS / TECHNICIANS

*Table 3: Foreign Qualifications Substantially Equivalent for Technologists / Technicians*

| CATEGORIES | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| BTech | 0 | 0 | 6 | 12 | 23 | 15 | 9 | 8 | 5 | 2 | 8 | 8 | 96 |
| Nat. Dip | 0 | 0 | 5 | 7 | 3 | 7 | 5 | 2 | 3 | 3 | 3 | 9 | 47 |
| Alternate Route | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 3 | 2 | 2 | 1 | 1 | 14 |
| Sydney/Dublin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 |
| No recognition | 0 | 0 | 1 | 2 | 2 | 2 | 1 | 0 | 1 | 2 | 0 | 0 | 11 |
| | **0** | **0** | **12** | **21** | **32** | **25** | **15** | **13** | **12** | **9** | **12** | **19** | **170** |

*Figure 3: Foreign Qualifications Substantially Equivalent for Technologists / Technicians*

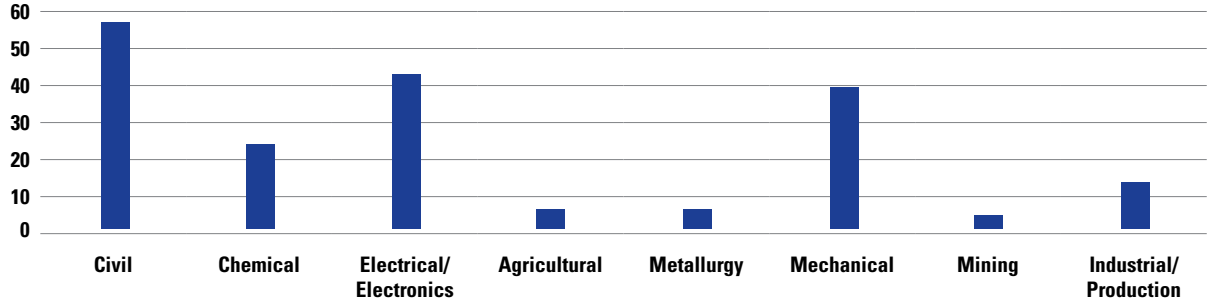



### 5.2.4 NUMBER OF INTERVIEWS CONDUCTED: ENGINEERS AND TECHNOLOGISTS/TECHNICIANS

*Table 4: Interviews Conducted: Engineers and Technologists/Technicians*

| CATEGORIES | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Civil | 0 | 0 | 8 | 8 | 11 | 10 | 5 | 4 | 5 | 5 | 5 | 6 | 56 |
| Chemical | 0 | 3 | 2 | 3 | 2 | 2 | 4 | 2 | 0 | 1 | 2 | 1 | 22 |
| Electrical/Electronics | 0 | 0 | 5 | 3 | 12 | 5 | 2 | 1 | 3 | 3 | 4 | 3 | 41 |
| Agricultural | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 5 |
| Metallurgy | 0 | 1 | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| Mechanical | 0 | 0 | 0 | 4 | 9 | 4 | 5 | 3 | 3 | 0 | 8 | 3 | 39 |
| Mining | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 4 |
| Industrial/Production | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 1 | 2 | 0 | 3 | 0 | 12 |
| | **0** | **4** | **18** | **22** | **36** | **24** | **17** | **14** | **14** | **10** | **23** | **13** | **184** |

*Figure 4: Interviews Conducted: Engineers and Technologists/Technicians*



## 6. INTERNATIONAL ACCORDS AND COMPETENCY AGREEMENT MATTERS

On behalf of the South African jurisdiction, ECSA elected to be a member of a multiplicity of international engineering alliance education accords and competence agreements for the purpose of ensuring mobility of registered engineers, technologists and technicians, and for the latter to gain recognition of their qualifications and professional status in other countries. This mandate is consistent with section 13 (e) of the Engineering Profession Act.

By means of ECSA, South Africa is a signatory of the following international and competence agreements:

### 6.1 INTERNATIONAL AGREEMENTS

- Washington Accord (WA): mutual recognition of educational qualifications for the education of engineers.
- Sydney Accord (SA): mutual recognition of educational qualifications for the education of engineering technologists.
- Dublin Accord (DA): mutual recognition of educational qualifications for education of engineering technicians.

### 6.2 COMPETENCE AGREEMENTS

- International Professional Engineers Agreement (IPEA): for engineers.
- International Engineering Technologists Agreement (IETA): for technologists.
- Agreement of International Engineering Technician (AIET): for technicians.

Reviews of whichever type have the purpose of determining or confirming that the standards and processes of the jurisdiction reviewed meet the requirements of the accords or agreements and are substantially equivalent to those of other members or signatories, while they are furthermore robust and likely to remain so until the next review. Reviews may be of various types, including the following:

- Assessment: New applicants for full signatory status of an accord.
- Evaluation: New applicants for full membership of an agreement.
- Periodic review (for renewals).
- Continuous review (for accords only, for renewals).

At the education committee meeting held on 27 June 2019, a SA/DA ECSA review report was tabled, and it was confirmed that the Sydney and Dublin Accords have been renewed for a further six (6) years until 2025. It was further noted that the Washington Accord review will be conducted in 2022.

## 7. RELATIONSHIP WITH KEY STAKEHOLDERS

### 7.1 STAKEHOLDER ENGAGEMENT

As part of its strategic imperative, and as mandated by its founding legislation, ECSA has continuously engaged with recognised Voluntary Associations (VAs) within the engineering sector and with the deans of engineering faculties of various universities through the Deans' Forum around a number of strategic initiatives and interventions.

## 8. CROSS BORDER ASSISTANCE

In compliance with its international obligations and cross-border assistance programmes and initiatives, ECSA has continuously provided assistance to countries outside of its borders by, inter alia, attending meetings and conferences of international bodies and conducting reviews of countries that are signatories to international accords and those aspiring to be members of the International Engineering Alliance. ECSA has provided capacity building to countries such as Botswana, Namibia and Mauritius.

As part of the South African Federation of Engineering Organisation (SAFEO), ECSA has been instrumental in providing assistance to countries in the South African Development Community (SADC) and Africa, and has further participated in global engineering forums as a member of the World Federation of Engineering Organisation (WFEO).

ECSA continues to support countries in the region in different forms, including educational qualification evaluations for engineering graduates throughout the continent, as it is at present the only IEA member on the continent. The countries that benefited from mentoring and training in the financial year 2020/2021 are as follows:

### 8.1 BOTSWANA

ECSA continues to work closely with the Engineering Registration Board (ERB) of Botswana. It recently assisted a college in Botswana by meeting with is principal and providing names of experts with the intention of supporting the realignment of their curriculum to ECSA standards and policies.

### 8.2 NAMIBIA

The Engineering Council of Namibia has approved ECSA for assistance, and proposed the initiation of an MOU to be concluded between the two councils. Discussions are ongoing.

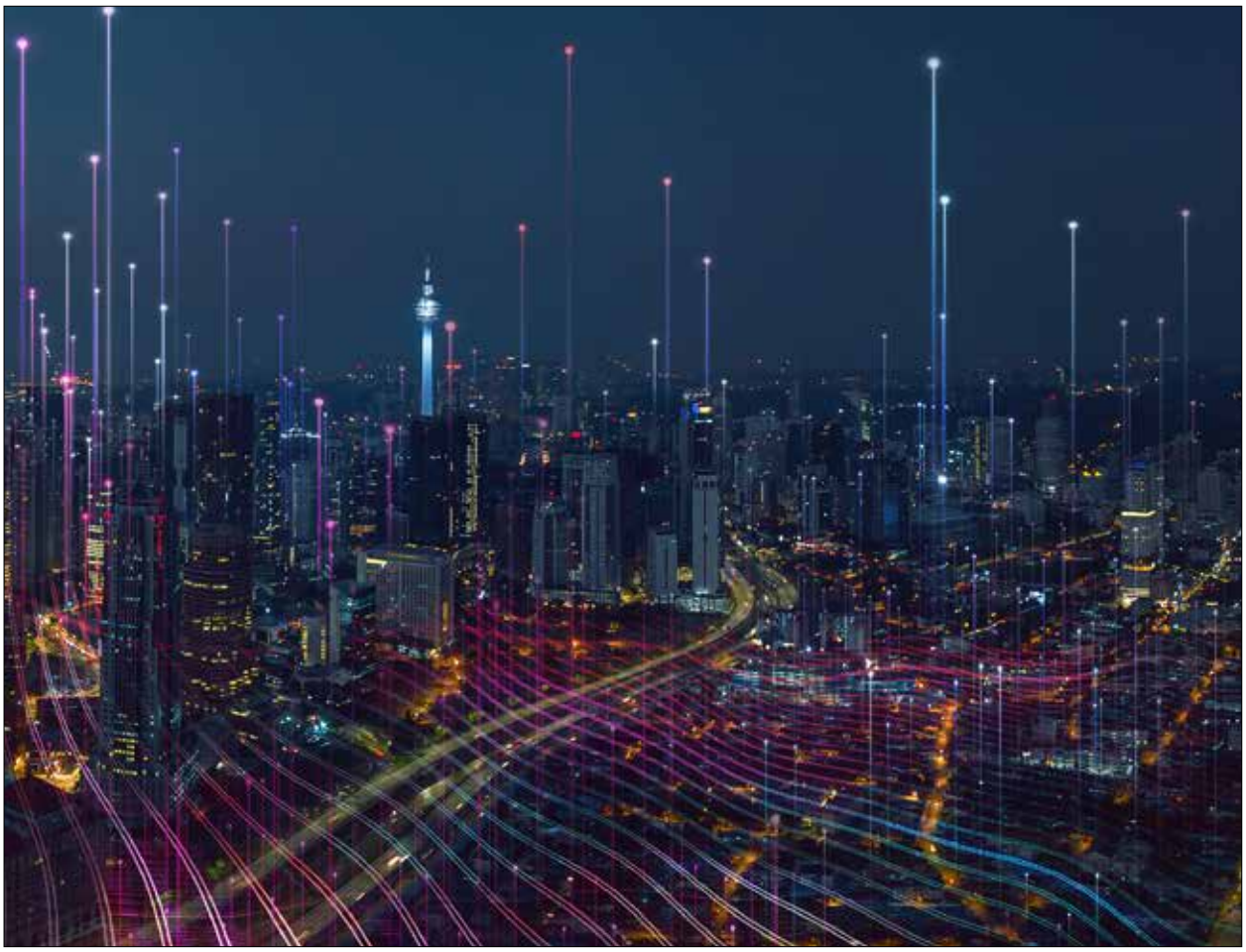
### 8.3 MAURITIUS

Over the past three years ECSA has been building strong relations with the Institution of Engineers (IEM) and Engineering Accreditation Board (EAB) of Mauritius.

Engagements with Mauritius prompted the IEM/ EAB's interest in becoming a member of the International Engineering Alliance as a Washington Accord signatory, and that there was a need for training/ mentoring need.

ECSA has been assisting Mauritius in two areas, namely capacity building and accreditation. In terms of capacity building, ECSA signed an MOU with the IEM and EAB in order to assist with the attainment of signatory status at the IEA for the Washington Accord.

In terms of accreditation, ECSA has granted provisional accreditation to six (6) engineering programmes offered by the University of Mauritius (UOM), and a regular accreditation of the six (6) programmes is scheduled for November 2021.



## 9. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

### 9.1 PREAMBLE

The Engineering Council of South Africa is responsible for regulating the practice of engineering in South Africa in terms of the Engineering Professions Act, 46 of 2000 (the Act). Section 13(k) of the Act empowers the Council to determine, in consultation with Voluntary Associations and Registered Persons, requirements for continuing professional development and training. The Council is enjoined by Government in terms of the Act to serve and protect the safety and health of the public by establishing and maintaining minimum standards of practice and knowledge and skills of Registered Persons in the country in addition to establishing and maintaining standards of professional ethics among these Registered Persons.

Registered persons are required by the Rules of Conduct for Registered Persons to practice strictly within their area of competence. They therefore have the responsibility to keep abreast of developments and knowledge in their areas of expertise so as to remain employable. In addition to maintaining their own competence, they should strive for contributing to the advancement of the body of knowledge in which they practice and the engineering profession in general.

Section 22(1) of the Act imposes a duty on all professional and specified-category Registered Persons to comply with the Rules on Continuing Professional Development and renewal of registration, which was originally published in the Government Gazette No. 28328 of December 2005.

The five-year cycle of each registered person commences on the anniversary of the date on which such registered person initially became registered with the Council, and this date appears on the person's certificate of registration and constitutes the expiry date of his/ her registration(s).

The types of activities that constitute CPD are described in detail in the CPD Rules.

### 9.2 RENEWAL OF REGISTRATION

Compliance with renewal of registration is required every five years, and this is linked with. CPD compliance. Registered Persons are unable to renew registration(s) without complying first with CPD.

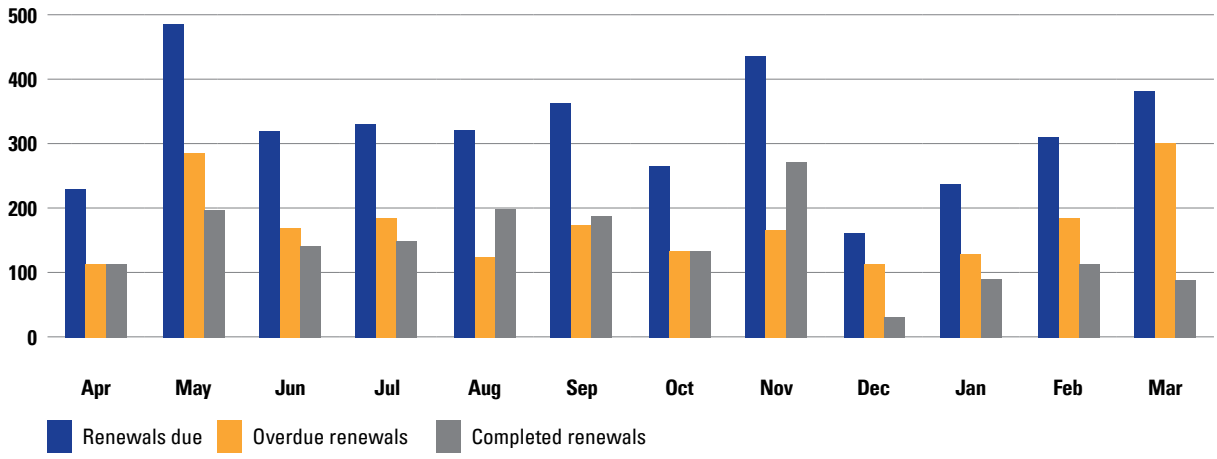
The Registered Person should submit his/ her submission, including CPD credits and renewal application form to ECSA prior to the prescribed expiry date of his/ her registration(s).

### 9.3 RENEWAL STATISTICS

Renewal of registration statistics for the period 1 April 2020 to 31 March 2021

The processing of applications for renewal of registrations remains constant. ECSA has seen a decrease of these

RENEWAL RATE – 2020-2021



over the last two quarters of the 2020/2021 financial year when compared to the same period of the 2019/2020 year. This can be attributed to the COVID-19 pandemic and its continuing effect on the economy of the country. The overall renewal rate for the 2020/2021 year currently stands at 53.5%.

### 9.4 OVERDUE RENEWALS FOR THE PERIOD 2014 TO 2020

The number of overdue renewals for the period 2014 to 2020 showed a minor increase and currently stands at 52.3%.

Registered persons are reminded regularly of the legal requirement under the Act and, if no response is received, ECSA unfortunately has no alternative but to start the process of cancelling registration(s).

### 9.5 AUDITING OF REGISTERED PERSONS

In terms of the rules on CPD, ECSA, as a regulatory body, must monitor the process of determining whether registered persons do comply with the requirements of CPD rules by conducting random audits. Such audits shall be in the form of auditing on cycle all CPD records belonging to the selected Registered Person.

In 2020, ECSA randomly selected fifty (50) registered persons from various categories and requested documentary evidence of all their recorded CPD activities. A total of 98% of the selected Registered Persons met the requirements of the audit.

The renewals of these audited Registered Persons will remain in place until 2025, subject to payment of annual fees.

Going forward, random audits of registered persons who have recorded CPD activities will be performed quarterly.

### 9.6 STANDARD ON CONTINUING PROFESSIONAL DEVELOPMENT (ECPD-01-STA)

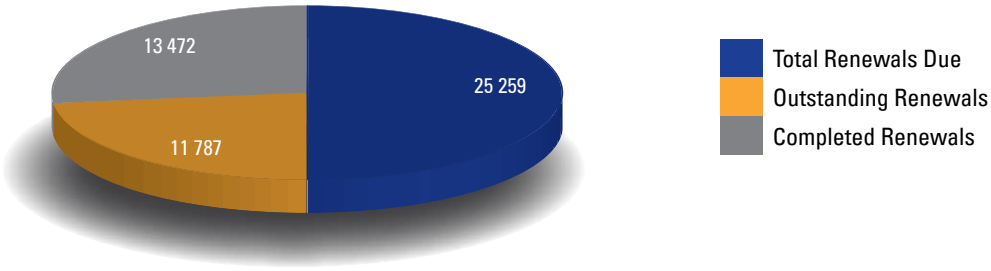
#### 9.6.1 PREAMBLE

ECSA introduced a new Continuing Professional Development (CPD) framework in line with the Engineering Profession Act, 46 of 2000 and the Rules for Continuing Professional Development and Renewal of Registration, as found in the Government Gazette, No. 40847 of 19 May 2017, as well as a CPD standard that was developed in 2018.

The CPD standard designates the ECSA as the sole custodian of CPD, while role players such as Voluntary Associations (VA's), Higher Education Institutions (HEI's) and CPD Service Providers perform important functions primarily delegated and monitored by ECSA. The standard intends to provide additional clarification around implementation of the CPD provisions contained in the Act and Rules. The operationalisation of the CPD Model addresses issues related to the quality and credibility of CPD activities for the benefit and advancement of the engineering profession in South Africa.

The implementation project plan was developed in 2019 to support and track the unfolding of the operationalisation of the framework, as directed by the Act, CPD Rules and Standard. The CPD model and programme were placed on the ECSA Annual Performance Plan (APP) and will remain there for the duration of the project plan.

OVERDUE RENEWALS – 2014-2020



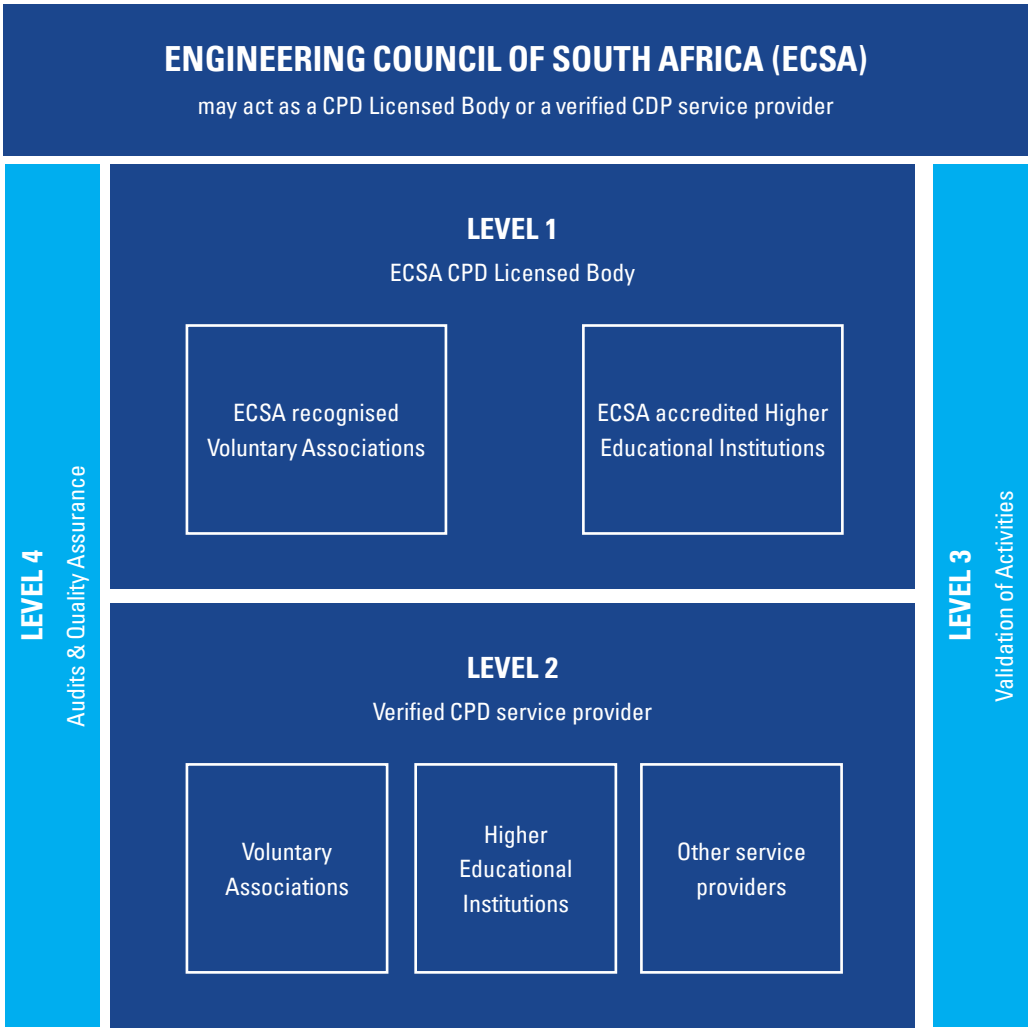



FIGURE 1: CPD STRUCTURE

### 9.6.2 CONCEPTUAL STRUCTURE OF CONTINUING PROFESSIONAL DEVELOPMENT

Figure 1 above illustrates the conceptual structure of the CPD in terms of the standard. The figure also illustrates the different levels and criteria, which are further in relation to roles and responsibilities.

### 9.6.3 IMPLEMENTATION OF THE STANDARD

The focus of the 2020/2021 financial year was to implement Level 1 of the CPD Standard, which accounted for ten percent of the approved project plan.

The focus of the project plan for 2020/2021 was three-fold:

- Firstly, to engage with Stakeholders on a potential pilot project with a view to assisting the various levels of envisioned conceptual structure of CPD as per the Standard.
- Secondly, to establish a task team to begin working through the newly developed processes as ascribed by the Standard.
- Thirdly, to start the assessment process of recognition of identified stakeholders, that is, VA's and HEI's, to become CPD licensed bodies as per Level 1 of the conceptual structure of the CPD as per the Standard.

### 9.6.4 COMPLETED ACTIVITIES FOR THE YEAR

All operational actions and sub-operational actions as identified in Level 1 of the project plan was successfully implemented, which included but were not limited to the following activities:

- A CPD task team was established for the provision of oversight on the implementation of the CPD Standard (ECPD-01-STA) and ensure transparency and effective implementation of the ECSA CPD model.
- A total of 42 CPD licensed-body applications were invited, processed and reviewed.
- Recognised ECSA licensed bodies were officially informed of their approved status provided with their unique licensed-body numbers and certificates.
- A project plan for level 2 and level 4 was developed in line with requirements stipulated in the Annual Performance Plan (APP) 2021/2022.
- A CPD high impact committee was established for providing strategic oversight.

The successful implementation of CPD rules and the associated CPD Standard will ensure that ECSA, as the sole authority and regulator for CPD in the engineering sector, closely monitors, oversees and regulates CPD functions, such as the verification of providers and validation of activities. This will ensure that CPD activities are objectively assessed regarding quality, accessibility and affordability.

## 10. RESEARCH, POLICY AND STANDARDS

### 10.1. OVERVIEW

The Research, Policy and Standards Division ensures that ECSA's policies and standards are developed, set, reviewed and aligned with the applicable legislative frameworks. This process is informed by the research initiatives, which include:

- Research to inform decision making applicable to the engineering profession;
- Research that aims to improve professional registrations;
- Impact assessment research on identified strategic activities;
- Review of existing policies, standards, associated instruments, templates, guidelines and procedures;
- Establishment of new disciplines / specified categories; and
- Retention of ECSA's signatory status with the International Engineering Alliance and its constituent accords and competency agreements.

ECSA has been putting in place critical foundational building blocks for the realisation of its vision by developing, improving and gazetting of key regulatory instruments geared towards the effective regulation of the engineering sector.

### 10.2. RESEARCH

The Engineering Profession Act (46 of 2000) enjoins the Engineering Council of South Africa in terms of section 14(f) to encourage and undertake research into matters relating to the engineering profession. ECSA has, therefore, conducted research for the introduction of additional specified categories to be responsive to the evolution of the engineering sector. Further research activities that have been conducted to respond to such evolution are, among others, "The impact of the 4th Industrial Revolution on engineering educational outcomes" and "Candidate retention strategies".

#### 10.2.1 FEASIBILITY STUDIES

Due to the sectoral demands the following feasibility studies have been conducted:

**a) Glass Engineering**

Glass Engineering is a discipline that recognises a person qualified by their education, training, experience, qualification and contextual knowledge to determine the correct glass thickness and type based on structural and building code requirements and the glass location and fixing method in a building or part of a building.

**b) Supply Chain Engineering**

This study examined the role a professional engineer and technologist could play in procurement. This initiative formed part of a national drive to prepare professionals in all disciplines to play an active role in the management of procurement projects. This feasibility study, although completed, was not endorsed by the Research, Policy and Standards Committee because it did not include health and safety aspects as per ECSA policy for the establishment of a specified category.

#### 10.2.2 RESEARCH REPORTS

**a) The Impact of the 4th Industrial Revolution (4IR) on engineering educational outcomes**

This research focused on the impact of the 4th Industrial Revolution (hereafter "the 4IR") on engineering education in South Africa. The report made recommendations for the adaptation of the engineering curricula, modes of teaching and learning, and for assessment methods that fit into the 4IR.

The 4IR is driven by digital technology and its ability to fuse physical, digital and even biological elements. It is described as the advent of a world where people move between digital domains and offline reality using connected technology to facilitate and manage their lives, powered by artificial intelligence and other related technologies.

The findings of the study has given rise to some recommendations, which include consideration of the following:

- Incorporating updates to existing computer fundamentals/programming courses in engineering disciplines to include more relevant programming languages, computer science/programming theory and problem-solving skills in programming. The Policy on Accreditation of Engineering Programmes (E-01-POL) and Criteria for Accreditation of Engineering Programmes (E-03-CRI-P) can be updated to incorporate these.
- Incorporating into the E-01-POL and E-03-CRI-P the course content focusing on 4IR-related technologies (such as data science, machine learning, Internet of Things (IoTs), 3D printing, robotics, quantum computing, nanotechnology, etc.).
- Incorporation into the E-01-POL and E-03-CRI-P policy instruments to create effective virtual learning environments like video conferencing, lesson recording and video creation tools, LMS, cloud-storage tools, exam and assessment software, scheduling platforms and library resources.

**b) Research on candidate retention strategies**

This research study was undertaken to determine how to retain candidates already registered with ECSA and ways to encourage engineering graduates to register as candidates. There is a need for a strategy as more registered candidates cancel their candidacy registration before they can attain professional registration status. The study identified the reasons why graduates do not register and why already registered candidates deregister.

Below are some recommendations from the study on how to retain Engineering candidates and see them through their professional registration:

- The ECSA Academies model should be implemented as soon as possible and promoted nationwide.
- The Road–to-Registration presentations should be presented online as often as practically possible and shared on all ECSA online platforms.
- Since funding is currently accessible from the SETAs, internship programmes for engineering candidates should be encouraged.
- Mentorship programmes should be revised and made purposeful, not incidental. Employers should allow for time in their professional billable hours for the mentoring of candidates. Supervisors need special training on how to formally mentor candidates.

### 10. 2.3 ECSA RESEARCH FRAMEWORK

The ECSA Research Framework outlines the principles that underpin the ways in which research in the Engineering Council of South Africa is planned and conducted. Research is conducted to inform policies, standards and decision-making, and to ensure business sustainability. It could be conducted among other things by interacting with internal and external stakeholders, especially those who are directly affected by the problem and those who have the authority to intervene.

ECSA is committed to research initiatives that meet the highest standards of ethics and integrity. It endorses and adheres to the principles supporting research ethics and research integrity as outlined in international guidelines such as the Belmont Report (1979) and the Singapore Statement on Research Integrity (2010). In all research endeavours, ECSA researchers should uphold and respect the following principles:

- Respect and protection
- Transparency
- Scientific professionalism
- Accountability and responsibility
- Ethical conduct

ECSA employees and working group(s), individually or as part of research team, have been promoting the above principles on behalf of the organisation.

## 10. 3 DEVELOPMENT OF REGULATORY INSTRUMENTS

During the 2019/2020 financial year, the Council approved the introduction of two new disciplines, i.e. Computer Engineering and Mechatronic Engineering. The introduction of these disciplines necessitated the development of discipline-specific training guides (DSTGs). These were developed, approved and made available for registration and implementation.

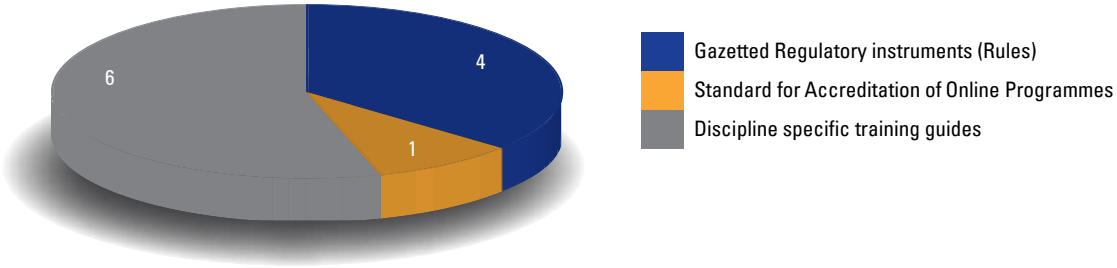



*Figure 1: Developed regulatory instruments*

ECSA finalised and gazetted the Overarching Code of Practice for the Performance of Engineering Work; Guideline on Professional Fees (Scope of Services and Tariff of Fees for Persons Registered in terms of the Engineering Profession Act, Act No. 46 of 2000); the Identification of Engineering Work Rules and the Recognition of Prior Learning. The gazetting of these Rules ensures that ECSA becomes an effective regulator as provided for in the Council-approved Strategic Plan 2020–2025.

The Engineering Education Programme Accreditation (EEPA) Research that was endorsed during 2019/2020 financial year had recommended that:

- the Policy on Accreditation of Engineering Programmes should be extended to explicitly cater for online engineering education programmes;
- a Standard for Accreditation of Online Programmes be developed; and
- the Training Manual for Assessors be reviewed to include online accreditation.

Subsequently, the Policy on Accreditation of Engineering Programmes was reviewed with all the E-Series constituent instruments to ensure alignment with the policy. The Standard for Accreditation of Online Programmes and the Training Manual for Assessors were developed and reviewed respectively.

During the 2020/21 financial year, one (1) Standard for Accreditation of Online Programmes and four (4) regulatory instruments (Rules) were gazetted, and six (6) discipline-specific training guides were developed as illustrated in the Figure 1 above.

### 10. 4. REVIEW OF REGULATORY INSTRUMENTS

After the approval of the Policy and Standards Development Framework on ECSA Policies by Council, ECSA commenced with the process of aligning policies with the Framework in 2019/2020. In the 2020/2021 financial year, six (6) competency standards, four (4) of which were combined into one (1) "Competency Standard for Registration in Professional Categories as PE/PT/PCE/PN", were aligned with the Framework. These are indicated in Figure 2 below.

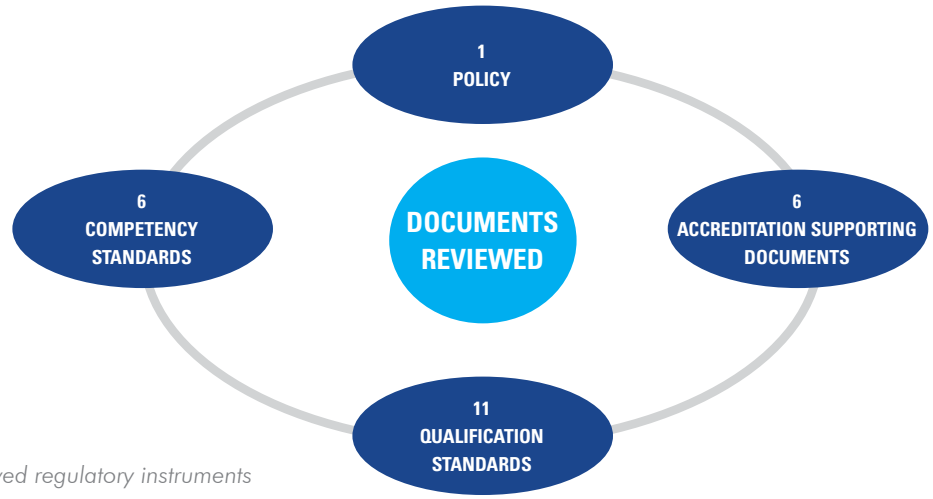



*Figure 2: Reviewed regulatory instruments*

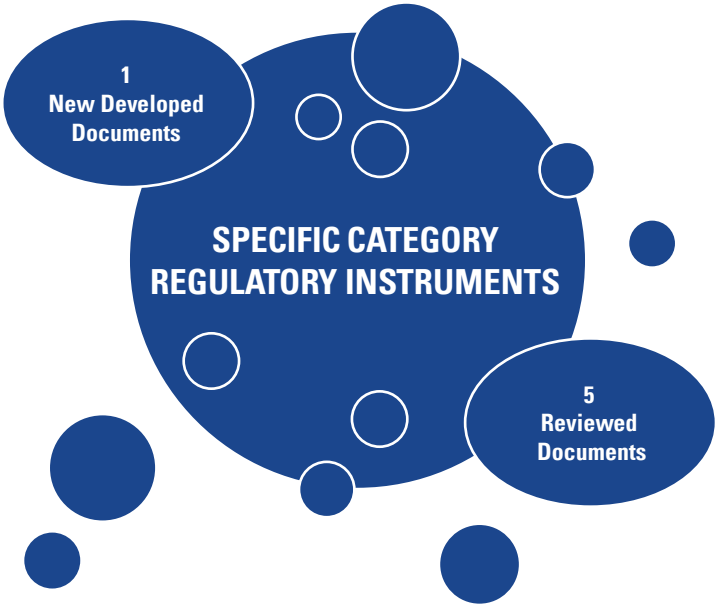



*Figure 3: Specified Categories regulatory instruments*

The review of the Policy on Accreditation of Engineering Programmes necessitated the review of all the E-Series constituent instruments, including six (6) accreditation supporting documents and eleven (11) qualification standards as also shown in Figure 2.

### 10.5. SPECIFIED CATEGORIES

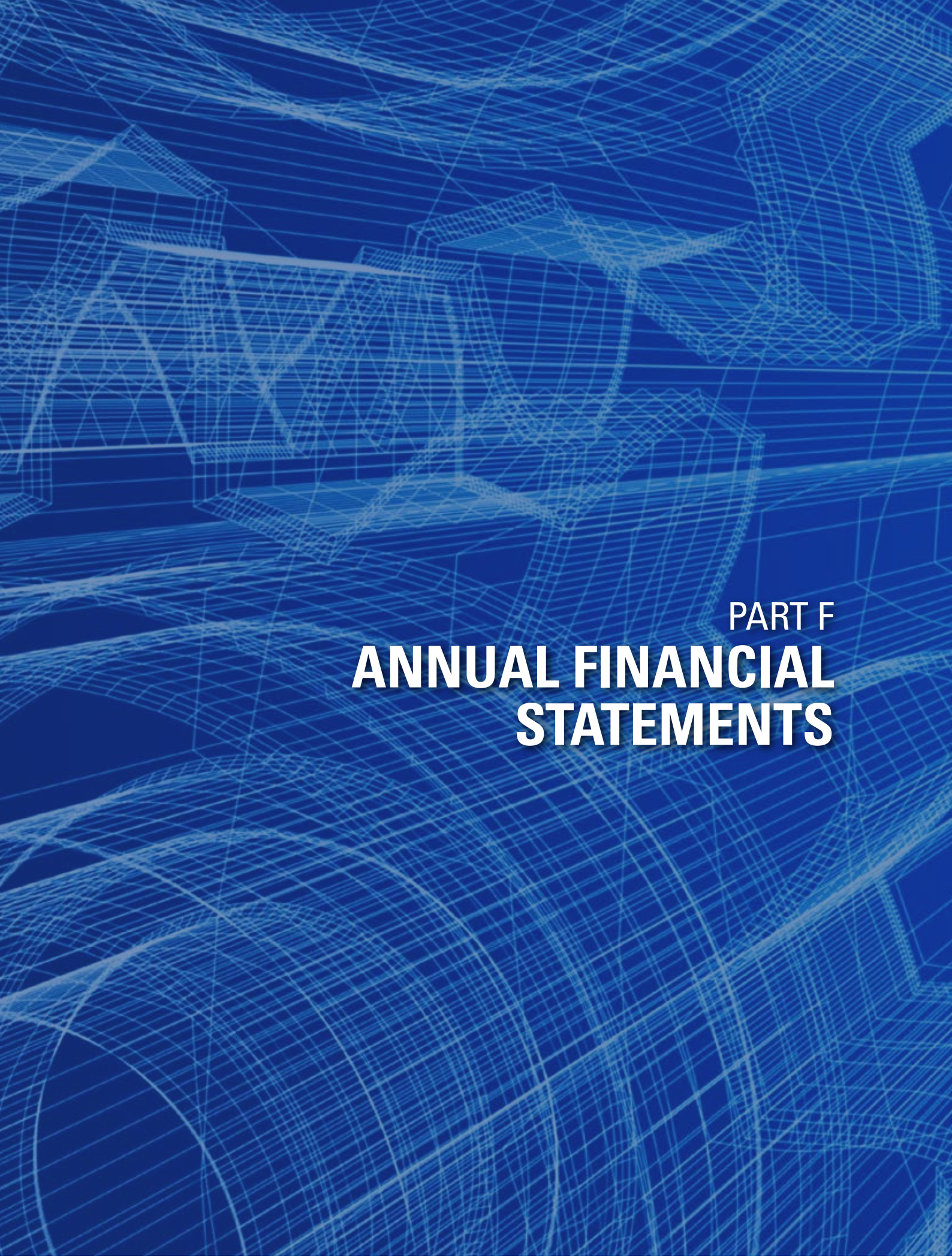
The Engineering Council of South Africa approved the introduction of Glass Engineering as a new specified category. In addition to that, five specified category supporting instruments were reviewed as per the four-year circle review requirement, as listed below:

- Processing of Applications for Registration as a Specified Category Candidate and as a Specified Category;
- Training and Mentoring Guide for Specified Categories;
- Guide to the Competency Standards for Registration in a Specified Category;
- Process for Training Engineering Candidates Towards Specified Category Registration; and
- Criteria and Processes for Recognition of Educational Qualifications for Specified Categories.

The above regulatory instruments are as illustrated in Figure 3 above.

### 10.6. RETENTION OF ECSA'S STATUS WITH THE INTERNATIONAL ENGINEERING ALLIANCE EDUCATIONAL ACCORDS AND COMPETENCY AGREEMENTS

Eight delegates represented ECSA at the IEA virtual meeting from 21 to 28 June 2020. The delegation compiled a report on the meeting and tabled it at Council on 9 December 2020. It was subsequently uploaded onto the ECSA website. It is evident from the report that ECSA remains on par with international jurisdictions and are therefore recognised by the International Engineering Alliance. As such, we participate in its constituent accords and competency agreements to safeguard South Africa's registered practitioners' mobility across the IEA member jurisdictions as provided for in the Engineering Profession Act, 46 of 2000. This continued recognition is testimony to the fact that ECSA continues to uphold international equivalency standards on behalf of South Africa for the benefit of registered engineering practitioners.



PART F

# ANNUAL FINANCIAL STATEMENTS

# GENERAL INFORMATION

**EXTERNAL AUDITORS**

Rakoma and Associated Inc.
Ground Floor Building B, Monte Circle Office Park
178 Monte Casino Boulevard, Fourways - 4B
Sunninghill
2191
www.rakoma.co.za

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# COUNCIL'S RESPONSIBILITIES

The Council is responsible for maintaining adequate accounting records and for the content and integrity of the annual financial statements and related financial information included in this report. It is the responsibility of the council to ensure that the annual financial statements fairly present the state of affairs of the council as at the end of the financial year and the results of its operations and cash flows for the period then ended. The external auditors are engaged to express an independent opinion on the annual financial statements and were given unrestricted access to all financial records and related data.

The annual financial statements have been prepared in accordance with the South African Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board.

The annual financial statements are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The council acknowledges that they are ultimately responsible for the system of internal financial control established by the council, and place considerable importance on maintaining a strong control environment. To enable the council to meet these responsibilities, the council sets standards for internal control aimed at reducing the risk of error or deficit in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the council and all employees are required to maintain the highest ethical standards in ensuring the council's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the council is on identifying, assessing, managing and monitoring all known forms of risk across the entity. While operating risk cannot be fully eliminated, the entity endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The council is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or deficit.

The council has reviewed the cash flow forecast for the year ended 31 March 2021 and, in the light of this review and the current financial position, they are satisfied that the entity has or has access to adequate resources to continue in operational existence for the foreseeable future.

The council is wholly dependent on the annual fees, application fees and accreditation visits for continued funding of operations. The annual financial statements are prepared on the basis that the entity is a going concern and that the council has neither the intention nor the need to liquidate or curtail materially the scale of the organisation.

The external auditors are responsible for independently auditing and reporting on the entity's annual financial statements. The annual financial statements have been examined by the Council's external auditors and their report is presented on page 95.

The Council submits their report for the year ended 31 March 2021.

# COUNCIL'S FIDUCIARY REPORT AND APPROVAL

## 1. REVIEW OF ACTIVITIES

### MAIN BUSINESS AND OPERATIONS

The Engineering Council of South Africa (ECSA) is established in terms of the Engineering Profession Act (No. 46 of 2000). The Act empowers ECSA to perform the following functions, in order to protect the health and safety of citizens and the environment from the risks associated with engineering work:

- Set standards for engineering education and professional competency;
- Accrediting engineering education programmes, offered by public and private providers, that meet with the educational requirements for registration in the various categories;
- Register persons in professional categories who demonstrate competency against the standards for the categories;
- Evaluate educational qualifications that are not already accredited or recognised;
- Register persons who meet educational requirements in candidate categories;
- Establish specified categories of registration to meet specific health and safety licensing requirements and registered persons in these categories;
- Require registered persons to renew registration at intervals and under conditions that the Council prescribes;
- Enter into international agreements for the recognition of educational programmes and registration;
- Develop and maintain a code of conduct, supported where necessary by codes of practice;
- Investigate complaints of improper conduct against registered persons and conduct enquiries and impose sanctions as each case requires;
- Recognise Voluntary Associations;
- Recommend to the Council for the Built Environment (CBE), ECSA's identification of the type of the engineering work which may be performed by persons registered in any category.

### ADDRESS

1st Floor Waterview Corner Building
2 Ernest Oppenheimer Avenue
Bruma Lake Office Park
Johannesburg
2198

## 2. REVENUE

The operations of ECSA are mainly funded by revenue from exchange transactions, being annual fees, application fees and accreditation visits.

## 3. GOING CONCERN

We draw attention to the fact that, during the year under review, ECSA has reported an increase in trading surplus of R48.6 million which resulted in the increase in accumulated reserves of the organisation from R36.6 million in 2019/20 to R85.2 million in 2020/21. The surplus was a result of an improvement in the collection of fees (annual fees, application fees and accreditation visits) as compared to the prior year's significant write-offs of fees that were determined uncollectable as well as providing for those fees whose collectability was deemed doubtful.

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

## 4. EVENTS AFTER THE REPORTING DATE

The Council is not aware of any matter or circumstance arising since the end of the financial year that could have a material effect on the financial statements.

## 5. COUNCIL MEMBERS

The Council members of the organisation during the year and to the date of this report are as follows:

| | |
|---|---|
| Mr Boshomane L | Ms Mthethwa O |
| Ms Buthelezi RSM (Vice President) | Ms Mtshali HA |
| Mr Chetty K (Term Ended 19 November 2020) | Ms Mutileni S |
| Ms Chili T | Cpt Mvovo B |
| Mr Daniels JHE | Ms Mwelase |
| Mr Daries DR (Term Ended 19 November 2020) | Mr Myataza NM (Term Ended 19 November 2020) |
| Mr Gamede CV (President) (Term Ended 19 November 2020) | Mr Nhleko N |
| Mr Gamedze T | Ms Nkambule T (Term Ended 19 November 2020) |
| Mr Gxamza M (Term Ended 19 November 2020) | Ms Njomane L |
| Dr Jacobs KI (Vice President) (Term Ended 19 November 2020) | Prof Nyembwe K |
| Mr Jekwa S | Ms Olukunle A |
| Mr Jele ME (Term Ended 19 November 2020) | Mr O'Jageer K |
| Mr Jennings RE (Term Ended 19 November 2020) | Ms Ramagofu T |
| Mr Keswa S | Ms Rampersad N |
| Mr Lebea ML (President) | Mr Ramuhulu M |
| Ms Ledwaba R | Ms Sampson N |
| Dr Legoabe R | Mr Sentsho AM (Term Ended 19 November 2020) |
| Ms Lesufi R | Ms Sibiya PF |
| Ms Madiba RP | Dr Skeepers NC |
| T Mr Mahlangeni L (Term Ended 19 November 2020) | Ms Skorpen S |
| Mr Madikane TC | Ms Smith L |
| Mr Mailula MI | Mr Smit N |
| Ms Maphumulo TP (Term Ended 19 November 2020) | Mr Sommer AH |
| Ms Mbola C | Mr Stuurman CP (Term Ended 19 November 2020) |
| Ms Mdletshe P | Prof Theron E |
| Mr Memela TD | Ms Tire SA (Term Ended 19 November 2020) |
| Mr Mkhize S | Mr Tlala MR (Term Ended 19 November 2020) |
| Ms Mngomezulu S | Mr Thunzi M (Term Ended 19 November 2020) |
| Mr Modipa M | Ms Tolo S |
| Mr Moloisane RJ | Dr Tutu N (Term Ended 19 November 2020) |
| Ms Moerane N | Prof Van Zyl C |
| Ms Motsotsoane RH (Term Ended 19 November 2020) | Mr Zimu S |
| | Ms Zweni P |

## 6. SECRETARY

The duties of the Council Secretariat are fulfilled by Chief Executive Officer.

## 7. AUDITORS

Rakoma and Associates Inc

## 8. LEGAL FORM

A statutory body established in terms of the Engineering Profession Act 46 of 2000.

The annual financial statements set out on pages 97-127 which have been prepared on the going concern basis, were approved by Executive Committee of Council on 05 August 2021 and signed on its behalf by:

**ML Lebea, Pr. Eng**
President

**RSM Buthelezi, Pr. Eng**
Vice President

# REPORT OF THE AUDIT, RISK AND COMPLIANCE COMMITTEE

We are pleased to present the report for the financial year ended 31 March 2021.

ARC is a subcommittee of Council and it consists of independent and non-executive Council members. Its overall objective is to assist the Council with its responsibility of ensuring that adequate systems and controls are in place, thus ensuring the safe guarding of assets, assessing the going concern status, reviewing the financial information and overseeing the preparation of the annual financial statements.

The Committee also assists the Council in fulfilling its responsibilities of risk management by ensuring that management identifies and addresses significant risks impacting on its strategic objectives and the environment within which the Council operates.

The Committee meets at least four times a year as per its approved terms of reference. Management, internal auditors and external auditors attend these meetings by invitation.

Since this is an advisory committee, it does not perform any management functions nor does it assume any management responsibilities. Its role is that of an independent and objective advisor and it operates as an overseer, making recommendations to the Council for approval. During this reporting period seven meetings were held. Meeting attendance appears on pages 48 to 49 of the annual report.

## COMMITTEE RESPONSIBILITY

The committee has operated within its terms of reference, and discharged all its responsibilities as contained therein.

## THE EFFECTIVENESS OF INTERNAL CONTROL

The system of internal controls applied by the Council over financial and risk management is effective, efficient and transparent. From the various reports of the internal auditors and the external auditors' independent audit report on the annual financial statements, it was noted that no significant findings or noncompliance with prescribed policies and procedures has been reported. Accordingly, we can report that the system of internal control over financial reporting for the period under review was efficient and effective.

The committee is satisfied with the expertise and adequacy of resources within the Finance unit which is responsible for the finance function of the Council. The committee relies on feedback received from external and internal audit to make these assessments.

## RISK MANAGEMENT

The Council is committed to a process of risk management that is aligned to the principles of good corporate governance. The Council has delegated certain aspects of its authority to the ARC committee. In terms of good corporate governance, an organisational strategic risk assessment must be conducted and a plan developed to address the identified risks.

The committee is satisfied with the existing risk management processes whilst a revised risk management strategy, incorporating a Fraud Prevention Policy, is being developed.

## EVALUATION OF ANNUAL FINANCIAL STATEMENTS

The committee has:

- reviewed and discussed with the external auditors the audited annual financial statements to be included in the annual report;
- reviewed the external auditors' management report and management's responses thereto;
- reviewed changes in accounting policies and practices, where applicable, of which there were none;
- reviewed possible significant adjustments resulting from the audit, of which there were none;
- reviewed the information on predetermined objectives as reported in the annual report.
- The committee concurs and accepts the external auditors' conclusions on the annual financial statements and is of the opinion that the audited annual financial statements should be accepted and read together with the report of the external auditors.

## INTERNAL AUDIT

The committee is satisfied that the internal audit function is operating effectively and that its internal audit procedures address the risks pertinent to ECSA.

The Committee is responsible for ensuring that adequate frameworks and control systems are in place at ECSA to detect fraud and irregularities. The responsibility to detect and prevent irregularities remains with management at an operational subsidiary level. This is emphasized through continuous sensitisation of operational internal audit functions as well as inclusion of such focus in internal audit processes.

The internal audit function reports fraud, irregularities and ethics violations to operational management. These reports are escalated to the Audit, Risk and Compliance Committee. Such reports include associated remedial actions. The committee has resolved to ensure that the council operates in an open and transparent manner with a view to ensure that information is provided to all within the legal parameters within which the council currently operates.

## EXTERNAL AUDIT

The Audit, Risk and Compliance Committee has met with the external auditors to ensure that there are no unresolved differences. As a supervisory committee, we have been addressing distinct issues by first progressing the investigation into the suspected irregularities and strengthening governance and controls across the organisation, while also providing support to the management and staff, and an appropriate degree of oversight of its activities.

In terms of the Auditing Profession Act 26 of 2005. A reportable irregularity exists when:

- an unlawful act has been committed:
- by any person responsible for the management of an entity:
- which has caused or is likely to cause material financial loss:
- Is fraudulent or amounts to theft or which represents a material breach of any fiduciary duty owed by such person to the entity or any partner, member, shareholder, creditor or investor of the entity under any law applying to the entity or the conduct or management thereof:

## GOING CONCERN

ECSA's improved performance for the year under review together with cash flow forecasts indicate that the entity can, continue in operational existence for the foreseeable future, namely for 12 months after the date of approval of the 2020/21 Annual Financial Statements.

Management has determined that there is no material uncertainty that casts doubt on the entity's ability to continue as a going concern and discussed the above opinion and conclusions with the Audit, Risk and Compliance Committee, the Council and the External Auditor. Council concurs with management views.

## APPRECIATION

I wish to express my appreciation to the members of the previous committee whose term ended on 19 November 2020 as well as the new members for their commitment and support since taking up office.

I also wish to express our appreciation to the external auditors Rakoma Incorporated CA(SA) whose term ends with this external year-end audit. Similarly, our gratitude goes to the internal auditors, Mrwebi Auditors and Accountants CA(SA) Incorporated as well as the management of ECSA for their support.

**Mr Mamadi Esau Mailula**
Chairperson of the Audit, Risk and Compliance Committee
Date: 5 August 2021

# INDEPENDENT AUDITOR'S REPORT

## OPINION

We have audited the financial statements of the Engineering Council of South Africa (ECSA) set out on pages 97 to 127, which comprise the statement of financial position as at 31 March 2021, and the statement of financial performance, statement of changes in net assets, statement of cash flows and statement of comparison of budget and actual amounts for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Engineering Council of South Africa as at 31 March 2021, and its financial performance and cash flows for the year then ended in accordance with the South African Standards of Generally Recognised Accounting Practice (SA GRAP) and the requirements of the Engineering Profession Act.

## BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## OTHER INFORMATION

The Council is responsible for the other information. The other information comprises the information included in the annual report. Other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## RESPONSIBILITIES OF THE COUNCIL FOR THE FINANCIAL STATEMENTS

The Council is responsible for the preparation and fair presentation of the financial statements in accordance with the SA GRAP and the requirements of the Engineering Profession Act and for such internal control as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- Conclude on the appropriateness of the Councils' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Collins Malunga**

Partner

Registered Auditor

31 July 2021

Ground Floor Building B, Monte Circle Office Park
178 Monte Casino Boulevard
Fourways
Johannesburg
2191

RAKOMA
& ASSOCIATES INC.

# STATEMENT OF **FINANCIAL POSITION**

as at 31 March 2021

| | NOTE(S) | 2021 R | 2020 R |
|---|---|---|---|
| **ASSETS** | | | |
| **NON-CURRENT ASSETS** | | | |
| Property, plant and equipment | 3 | 8 855 584 | 10 608 482 |
| Intangible assets | 4 | 2 778 649 | 3 943 553 |
| Investments | 5 | 16 172 340 | 13 232 244 |
| Retirement benefit asset | 6 | 6 295 000 | 6 443 000 |
| | | **34 101 573** | **34 227 279** |
| **CURRENT ASSETS** | | | |
| Receivables from exchange transactions | 7 | 17 156 167 | 61 627 |
| Prepayments | 28 | 1 555 188 | 1 333 169 |
| Cash and cash equivalents | 8 | 55 824 019 | 24 453 446 |
| | | **74 535 374** | **25 848 242** |
| **Total Assets** | | **108 636 947** | **60 075 521** |
| **LIABILITIES** | | | |
| **CURRENT LIABILITIES** | | | |
| Trade and other payables | 9 | 21 866 362 | 22 276 987 |
| Provisions | 10 | 1 530 626 | 1 205 814 |
| | | **23 396 988** | **23 482 801** |
| **Total Liabilities** | | **23 396 988** | **23 482 801** |
| Accumulated surplus | | 85 239 959 | 36 592 720 |
| **Total Liabilities And Accumulated Surplus** | | **108 636 947** | **60 075 521** |

# STATEMENT OF **FINANCIAL PERFORMANCE**

for the year ended 31 March 2021

| | NOTE(S) | 2021 R | 2020 R |
|---|---|---|---|
| Revenue from exchange | 12 | 125 117 363 | 130 982 929 |
| Other income | 13 | 5 526 172 | 2 489 209 |
| **Total revenue** | | **130 643 535** | **133 472 138** |
| General expenses | 15 | (29 757 755) | (52 595 941) |
| Personnel expenses | 16 | (50 341 215) | (53 239 232) |
| Other expenses | 17 | (7 172 801) | (57 662 561) |
| **Operating surplus/(deficit)** | | **43 371 764** | **(30 025 596)** |
| Investment revenue | 14 | 5 096 462 | 5 874 028 |
| Fair value adjustments | 24 | 3 116 013 | (1 091 881) |
| Actuarial gains / (losses) | 6 | (920 000) | (880 000) |
| Finance costs | 18 | (2 017 000) | (2 061 871) |
| **Surplus / (Deficit) for the year** | | **48 647 239** | **(28 185 320)** |

# STATEMENT OF CHANGES IN NET ASSETS

for the year ended 31 March 2021

| | ACCUMULATED SURPLUS R | TOTAL NET ASSETS R |
|---|---|---|
| **Balance at 01 April 2019** | **64 778 040** | **64 778 040** |
| Changes in net assets Deficit for the year | (28 185 320) | (28 185 320) |
| Total changes | (28 185 320) | (28 185 320) |
| **Balance at 01 April 2020** | **36 592 720** | **36 592 720** |
| Changes in net assets Surplus for the year | 48 647 239 | 48 647 239 |
| Total changes | 48 647 239 | 48 647 239 |
| **Balance at 31 March 2021** | **85 239 959** | **85 239 959** |

# CASH FLOW STATEMENT

for the year ended 31 March 2021

| | NOTE(S) | 2021 R | 2020 R |
|---|---|---|---|
| **CASH FLOWS FROM OPERATING ACTIVITIES** | | | |
| RECEIPTS | | | |
| Cash receipts from customers | | 129 259 802 | 126 950 879 |
| Interest income | | 2 307 462 | 2 836 225 |
| | | **131 567 264** | **129 787 104** |
| PAYMENTS | | | |
| Cash payments to suppliers | | (100 326 832) | (125 984 276) |
| **Net cash flows from operating activities** | 20 | **31 240 432** | **3 802 828** |
| **CASH FLOWS FROM INVESTING ACTIVITIES** | | | |
| Purchase of property, plant and equipment | 3 | (16 958) | (1 471 346) |
| Loss from sale of property, plant and equipment | 3 | (6 588) | - |
| Proceeds from sale of property,plant and equipment | | 159 687 | - |
| Purchase of other intangible assets | 4 | (6 000) | - |
| **Net cash flows from investing activities** | | **130 141** | **(1 471 346)** |
| **Net increase/(decrease) in cash and cash equivalents** | | **31 370 573** | **2 331 482** |
| Cash and cash equivalents at the beginning of the year | | 24 453 446 | 22 121 964 |
| **Cash and cash equivalents at the end of the year** | 8 | **55 824 019** | **24 453 446** |

# STATEMENT OF
# COMPARISON OF BUDGET AND ACTUAL AMOUNTS

for the year ended 31 March 2021

| | APPROVED BUDGET R | ACTUAL AMOUNTS ON COMPARABLE BASIS R | DIFFERENCE BETWEEN FINAL BUDGET AND ACTUAL R |
|---|---|---|---|
| **REVENUE FROM EXCHANGE TRANSACTIONS** | | | |
| Annual Fees | 111 177 863 | 115 003 270 | 3 825 407 |
| Application Fees | 9 559 093 | 9 516 951 | (42 142) |
| Accreditation Visits | - | 597 142 | 597 142 |
| Bad Debts Recovered | - | 5 426 076 | 5 426 076 |
| Disciplinary fines | - | 61 739 | 61 739 |
| Other income | - | 38 357 | 38 357 |
| **Total revenue from exchange transactions** | **120 736 956** | **130 643 535** | **9 906 579** |
| **EXPENDITURE** | | | |
| Personnel | (55 115 720) | (50 341 215) | 4 774 505 |
| Depreciation and amortisation | (2 781 074) | (2 781 074) | - |
| Impairment loss | (3 613 462) | (3 613 462) | - |
| Repairs and maintenance | (1 283 596) | (1 064 301) | 219 295 |
| Property Expenses | (2 608 000) | (1 980 234) | 627 766 |
| General Expenses | (35 643 225) | (27 491 485) | 8 151 740 |
| **Total expenditure** | **(101 045 077)** | **(87 271 771)** | **13 773 306** |
| Investment revenue | 1 484 944 | 2 307 462 | 822 518 |
| Fair value adjustments | - | 3 116 013 | 3 116 013 |
| Pension fund acturial valuation | - | - | - |
| Expected return | 2 789 000 | 2 789 000 | - |
| Actuarial gains/(losses) | (920 000) | (920 000) | - |
| Finance cost | (2 017 000) | (2 017 000) | - |

Please refer to note 25 for explanations on material differences.

| **GENERAL EXPENSES** | |
|---|---|
| Total General expenses (per note 15) | 29 757 755 |
| Less: Repairs and maintenance | (1 064 301) |
| Less: Property expenditure | (1 980 234) |
| Add: Operating lease charges (note 17) | 771 677 |
| Add: loss on sale of property (note 17) | 6 658 |
| **Net General expenses** | **27 491 485** |

# ACCOUNTING POLICIES

## 1. PRESENTATION OF ANNUAL FINANCIAL STATEMENTS

The annual financial statements have been prepared in accordance with the South African Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board.

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement, unless specified otherwise. They are presented in South African Rands.

### 1.1 SIGNIFICANT JUDGEMENTS AND SOURCES OF ESTIMATION UNCERTAINTY

In preparing the annual financial statements, management is required to make estimates and assumptions that affect the amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the annual financial statements. Significant judgements include:

#### TRADE RECEIVABLES, LOANS AND OTHER RECEIVABLES

The Council assesses its trade receivables for impairment where there are possible indicators for impairment. In determining whether an impairment loss should be recorded as surplus or deficit, the Council makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset.

The impairment for trade receivables is calculated on a portfolio basis, based on historical loss ratios, adjusted for national and industry-specific economic conditions and other indicators present at the reporting date that correlate with defaults on the portfolio.

#### POST RETIREMENT BENEFITS

The present value of the post retirement obligation depends on a number of factors that are determined on an actuarial basis using a number of assumptions. The assumptions used in determining the net cost (income) include the discount rate. Any changes in these assumptions will impact on the carrying amount of post retirement obligations.

The Council determines the appropriate discount rate at the end of each year. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations. In determining the appropriate discount rate, the Council considers the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating the terms of the related pension liability.

Other key assumptions for pension obligations are based on current market conditions. The assumptions used are consistent with assumptions used in the statutory valuation. However, GRAP 25 requires the valuation to be carried out on a prescribed market value basis and a number of the assumptions therefore differ from those used in the statutory valuation. Valuation rate of interest – GRAP 25 requires rates to be determined by reference to the current market yield of government bonds. The bulk of the liabilities have a short term, whilst one remaining pensioner has a potentially very long remaining outstanding term.

ALLOWANCE FOR DOUBTFUL DEBTS

An impairment loss is recognised in surplus and deficit when there is objective evidence that it is impaired. The impairment is calculated as a percentage of net trade receivables. The percentage is based on historical data.

### 1.2 PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment are tangible non-current assets that are held for use in the production or supply of goods or services, rental to others, or for administrative purposes, and are expected to be used during more than one period.

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits or service potential associated with the item will flow to the Council; and
- the cost of the item can be measured reliably. Property, plant and equipment is initially measured at cost.

Costs include costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the statement of financial performance during the financial period in which they are incurred.

Property, plant and equipment are depreciated on the straight line basis over their expected useful lives to their estimated residual value.

Property, plant and equipment is carried at cost less accumulated depreciation and any impairment losses. Property, plant and equipment is tested for impairment on an annual basis.

The useful lives of items of property, plant and equipment have been assessed as follows:

| ITEM | DEPRECIATION METHOD | AVERAGE USEFUL LIFE |
|---|---|---|
| Buildings | Straight line | 50 years |
| Furniture and fixtures | Straight line | 10 years |
| Motor vehicles | Straight line | 5 years |
| Office equipment | Straight line | 5 years |
| IT equipment | Straight line | 3 years |
| Computer servers | Straight line | 6 years |
| Other property, plant and equipment | Straight line | 10 years |

The depreciable amount of an asset is usually allocated on a systematic basis over its useful life.

Each part of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation method used reflects the pattern in which the asset's future economic benefits or service potential are expected to be consumed by the Council. The depreciation method applied to an asset is reviewed at least at each reporting date and, if there has been a significant change in the expected pattern of consumption of the future economic benefits or service potential embodied in the asset, the method is changed to reflect the changed pattern. Such a change is accounted for as a change in an accounting estimate.

The Council assesses at each reporting date whether there is any indication that the Council expectations about the residual value and the useful life of an asset have changed since the preceding reporting date. If any such indication exists, the Council revises the expected useful life and/or residual value accordingly. The change is accounted for as a change in an accounting estimate.

The depreciation charge for each period is recognised in surplus or deficit unless it is included in the carrying amount of another asset.

Items of property, plant and equipment are derecognised when the asset is disposed of or when there are no further economic benefits or service potential expected from the use of the asset.

The gain or loss arising from the derecognition of an item of property, plant and equipment is included in surplus or deficit when the item is derecognised. The gain or loss arising from the derecognition of an item of property, plant and equipment is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

### 1.3 INTANGIBLE ASSETS

An asset is identified as an intangible asset when it:

- is capable of being separated or divided from an entity and sold, transferred, licensed, rented or exchanged, either individually or together with a related contract, assets or liability; or
- arises from contractual rights or other legal rights, regardless whether those rights are transferable or separate from the entity or from other rights and obligations.

Intangible assets are initially recognised at cost.

Where an intangible asset is acquired through a non-exchange transaction, its initial cost at the date of acquisition is measured at its fair value as at that date.

Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred.

An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- it is technically feasible to complete the asset so that it will be available for use or sale;
- there is an intention to complete and use or sell it;
- there is an ability to use or sell it;
- it will generate probable future economic benefits or service potential;
- there are available technical, financial and other resources to complete the development and to use or sell the asset; and
- the expenditure attributable to the asset during its development can be measured reliably. Intangible assets are carried at cost less any accumulated amortisation and any impairment losses.

An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows or service potential. Amortisation is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight line basis over their useful life.

The amortisation period and the amortisation method for intangible assets are reviewed at each reporting date.

Reassessing the useful life of an intangible asset with a finite useful life after it was classified as indefinite is an indicator that the asset may be impaired. As a result the asset is tested for impairment and the remaining carrying amount is amortised over its useful life.

Internally generated brands, mastheads, publishing titles, customer lists and items similar in substance are not recognised as intangible assets.

Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values as follows:

| ITEM | USEFUL LIFE |
|---|---|
| Computer software, internally generated | 5 years |
| Computer software, other | 5 years |

Intangible assets are derecognised:

- on disposal; or
- when no future economic benefits or service potential are expected from its use or disposal.

The gain or loss is the difference between the net disposal proceeds, if any, and the carrying amount, and is recognised in surplus or deficit when the asset is derecognised.

### 1.4 FINANCIAL INSTRUMENTS

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or a residual interest of another entity.

The amortised cost of a financial asset or financial liability is the amount at which the financial asset or financial liability is measured at initial recognition minus principal repayments, plus or minus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, and minus any reduction (directly or through the use of an allowance account) for impairment or uncollectibility.

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Derecognition is the removal of a previously recognised financial asset or financial liability from an entity's statement of financial position.

The effective interest method is a method of calculating the amortised cost of a financial asset or a financial liability (or group of financial assets or financial liabilities) and of allocating the interest income or interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instrument or, when appropriate, a shorter period to the net carrying amount of the financial asset or financial liability. When calculating the effective interest rate, an entity shall estimate cash flows considering all contractual terms of the financial instrument (for example, prepayment, call and similar options) but shall not consider future credit losses. The calculation includes all fees and points paid or received between parties to the contract that are an integral part of the effective interest rate (see the Standard of GRAP on Revenue from Exchange Transactions), transaction costs, and all other premiums or discounts. There is a presumption that the cash flows and the expected life of a group of similar financial instruments can be estimated reliably. However, in those rare cases when it is not possible to reliably estimate the cash flows or the expected life of a financial instrument (or group of financial instruments), the entity shall use the contractual cash flows over the full contractual term of the financial instrument (or group of financial instruments).

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable willing parties in an arm's length transaction.

A financial asset is:

- cash;
- a residual interest of another entity; or
- a contractual right to:
  - receive cash or another financial asset from another entity; or
  - exchange financial assets or financial liabilities with another entity under conditions that are favourable to the entity.

A financial liability is any liability that is a contractual obligation to:

- deliver cash or another financial asset to another entity; or
- exchange financial assets or financial liabilities under conditions that are potentially unfavourable to the entity.

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

Liquidity risk is the risk encountered by an entity in the event of difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.

Loans payable are financial liabilities, other than short-term payables on normal credit terms.

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

### CLASSIFICATION

The Council has the following types of financial assets (classes and category) as reflected on the face of the statement of financial position or in the notes thereto:

| CLASS | CATEGORY |
|---|---|
| Cash and cash equivalents | Financial asset measured at amortised cost |
| Trade and other receivables | Financial asset measured at amortised cost |
| Investments | Financial asset measured at amortised cost |

The Council has the following types of financial liabilities (classes and category) as reflected on the face of the statement of financial position or in the notes thereto:

| CLASS | CATEGORY |
|---|---|
| Trade and other payables | Financial liability measured at amortised cost |

### INITIAL RECOGNITION

The Council recognises a financial asset or a financial liability in its statement of financial position when the Council becomes a party to the contractual provisions of the instrument.

### INITIAL MEASUREMENT OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES

The Council measures a financial asset and financial liability initially at its fair value plus transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

The entity measures a financial asset and financial liability initially at its fair value [if subsequently measured at fair value].

### SUBSEQUENT MEASUREMENT OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES

The Council measures all financial assets and financial liabilities after initial recognition using the following categories:

- Financial instruments at fair value.
- Financial instruments at amortised cost.

All financial assets measured at amortised cost, or cost, are subject to an impairment review.

### FAIR VALUE MEASUREMENT CONSIDERATIONS

The best evidence of fair value is quoted prices in an active market. If the market for a financial instrument is not active, the entity establishes fair value by using a valuation technique. The objective of using a valuation technique is to establish what the transaction price would have been on the measurement date in an arm's length exchange motivated by normal operating considerations. Valuation techniques include using recent arm's length market transactions between knowledgeable, willing parties, if available, reference to the current fair value of another instrument that is substantially the same, discounted cash flow analysis and option pricing models. If there is a valuation technique commonly used by market participants to price the instrument and that technique has been demonstrated to provide reliable estimates of prices obtained in actual market transactions, the entity uses that technique. The chosen valuation technique makes maximum use of market inputs and relies as little as possible on entity-specific inputs. It incorporates all factors that market participants would consider in setting a price and is consistent with accepted economic methodologies for pricing financial instruments. Periodically, an entity calibrates the valuation technique and tests it for validity using prices from any observable current market transactions in the same instrument (i.e. without modification or repackaging) or based on any available observable market data.

### RECLASSIFICATION

The Council does not reclassify a financial instrument while it is issued or held unless it is:

- combined instrument that is required to be measured at fair value; or
- an investment in a residual interest that meets the requirements for reclassification.

If fair value can no longer be measured reliably for an investment in a residual interest measured at fair value, the Council reclassifies the investment from fair value to cost. The carrying amount at the date that fair value is no longer available becomes the cost.

If a reliable measure becomes available for an investment in a residual interest for which a measure was previously not available, and the instrument would have been required to be measured at fair value, the entity reclassifies the instrument from cost to fair value.

### GAINS AND LOSSES

A gain or loss arising from a change in the fair value of a financial asset or financial liability measured at fair value is recognised in surplus or deficit.

For financial assets and financial liabilities measured at amortised cost or cost, a gain or loss is recognised in surplus or deficit when the financial asset or financial liability is derecognised or impaired, or through the amortisation process.

### IMPAIRMENT AND UNCOLLECTIBILITY OF FINANCIAL ASSETS

The Council assesses at the end of each reporting period whether there is any objective evidence that a financial asset or group of financial assets is impaired.

Financial assets measured at amortised cost:

If there is objective evidence that an impairment loss on financial assets measured at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial asset's original effective interest rate. The carrying amount of the asset is reduced directly or through the use of an allowance account. The amount of the loss is recognised in surplus or deficit.

If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed directly or by adjusting an allowance account. The reversal does not result in a carrying amount of the financial asset that exceeds what the amortised cost would have been had the impairment not been recognised at the date the impairment is reversed. The amount of the reversal is recognised in surplus or deficit.

Financial assets measured at cost:

If there is objective evidence that an impairment loss has been incurred on an investment in a residual interest that is not measured at fair value because its fair value cannot be measured reliably, the amount of the impairment loss is measured as the difference between the carrying amount of the financial asset and the present value of estimated future cash flows discounted at the current market rate of return for a similar financial asset. Such impairment losses are not reversed.

### DERECOGNITION FINANCIAL ASSETS

The Council derecognises financial assets using trade date accounting. The Council derecognises a financial asset only when:

- the contractual rights to the cash flows from the financial asset expire, are settled or waived;
- the Council transfers to another party substantially all of the risks and rewards of ownership of the financial asset; or
- the Council, despite having retained some significant risks and rewards of ownership of the financial asset, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party, and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer. In this case, the Council :
    - derecognises the asset; and
    - recognises separately any rights and obligations created or retained in the transfer.

The carrying amounts of the transferred asset are allocated between the rights or obligations retained and those transferred on the basis of their relative fair values at the transfer date. Newly created rights and obligations are measured at their fair values at that date. Any difference between the consideration received and the amounts recognised and derecognised is recognised in surplus or deficit in the period of the transfer.

On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received is recognised in surplus or deficit.

If the transferred asset is part of a larger financial asset and the part transferred qualifies for derecognition in its entirety, the previous carrying amount of the larger financial asset is allocated between the part that continues to be recognised and the part that is derecognised, based on the relative fair values of those parts, on the date of the transfer. For this purpose, a retained servicing asset is treated as a part that continues to be recognised. The difference between the carrying amount allocated to the part derecognised and the sum of the consideration received for the part derecognised is recognised in surplus or deficit.

If a transfer does not result in derecognition because the Council has retained substantially all the risks and rewards of ownership of the transferred asset, the Council continue to recognise the transferred asset in its entirety and recognise a financial liability for the consideration received. In subsequent periods, the Council recognises any revenue on the transferred asset and any expense incurred on the financial liability. Neither the asset, and the associated liability nor the revenue, and the associated expenses are offset.

### 1.5 LEASES

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership.

When a lease includes both land and buildings elements, the entity assesses the classification of each element separately.

#### OPERATING LEASES - LESSOR

Operating lease revenue is recognised as revenue on a straight-line basis over the lease term. The difference between the amounts recognised as an income and the contractual receipts are recognised as an operating lease liability. This liability is not discounted.

Initial direct costs incurred in negotiating and arranging operating leases are added to the carrying amount of the leased asset and recognised as an expense over the lease term on the same basis as the lease revenue.

Income for leases is disclosed under Other Income in the Statement of Financial Performance.

### 1.6 DISCONTINUED OPERATIONS

Discontinued operation is a component of an entity that has been disposed of and:

- represents a distinguishable activity, group of activities or geographical area of operations;
- is part of a single co-ordinated plan to dispose of a distinguishable activity, group of activities or geographical area of operations; or
- is a controlled entity acquired exclusively with a view to resale.

A component of an entity is the operations and cash flows that can be clearly distinguished, operationally and for financial reporting purposes, from the rest of the entity.

### 1.7 PROVISIONS AND CONTINGENCIES

Provisions are recognised when:

- the entity has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the best estimate of the expenditure expected to be required to settle the present obligation at the reporting date.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, the reimbursement is recognised when, and only when, it is virtually certain that reimbursement will be received if the Council settles the obligation. The reimbursement is treated as a separate asset. The amount recognised for the reimbursement does not exceed the amount of the provision.

Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. Provisions are reversed if it is no longer probable that an outflow of resources embodying economic benefits or service potential will be required, to settle the obligation.

A provision is used only for expenditures for which the provision was originally recognised. Provisions are not recognised for future operating surplus.

If an entity has a contract that is onerous, the present obligation (net of recoveries) under the contract is recognised and measured as a provision.

Contingent assets and contingent liabilities are not recognised. Contingencies are disclosed in note 27.

### 1.8 REVENUE

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

Conditions on transferred assets are stipulations that specify that the future economic benefits or service potential embodied in the asset is required to be consumed by the recipient as specified or future economic benefits or service potential must be returned to the transferor.

Control of an asset arise when the entity can use or otherwise benefit from the asset in pursuit of its objectives and can exclude or otherwise regulate the access of others to that benefit.

Fee income consists of annual fees, applications fees and accreditations visits.

Professional fees are payable by members who are in the Professional or Registered categories. Fee income is recorded in the financial statements in the period to which it relates.

Candidate fees are payable by members who are not yet qualified Professional or Registered persons.

Application fees are once-off fees payable on submission of an application form. These fees are to compensate for the costs incurred during the evaluation process and are recognised when received.

### 1.9 REVENUE FROM EXCHANGE TRANSACTIONS

Revenue is measured at the fair value of the consideration received or receivable, net of trade discounts and volume rebates.

An exchange transaction is one in which the entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of goods, services or use of assets) to the other party in exchange.

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Annual fees, Application fees and Accreditation visit revenue is recognised as revenue from exchange transactions.

#### INTEREST

Revenue arising from the use by others of entity assets yielding interest, royalties and dividends or similar distributions is recognised when:

- It is probable that the economic benefits or service potential associated with the transaction will flow to the entity and
- The amount of the revenue can be measured reliably.

Interest is recognised, in surplus or deficit, using the effective interest rate method.

### 1.10 REVENUE FROM NON-EXCHANGE TRANSACTIONS

Non-exchange transactions are transactions that are not exchange transactions. In a non-exchange transaction, a Council either receives value from another entity without directly giving approximately equal value in exchange, or gives value to another Council without directly receiving approximately equal value in exchange.

#### RECOGNITION

An inflow of resources from a non-exchange transaction recognised as an asset is recognised as revenue, except to the extent that a liability is also recognised in respect of the same inflow.

As the Council satisfies a present obligation recognised as a liability in respect of an inflow of resources from a non-exchange transaction recognised as an asset, it reduces the carrying amount of the liability recognised and recognises an amount of revenue equal to that reduction.

#### MEASUREMENT

Revenue from a non-exchange transaction is measured at the amount of the increase in net assets recognised by the Council.

When, as a result of a non-exchange transaction, the Council recognises an asset, it also recognises revenue equivalent to the amount of the asset measured at its fair value as at the date of acquisition, unless it is also required to recognise a liability. Where a liability is required to be recognised it will be measured as the best estimate of the

amount required to settle the obligation at the reporting date, and the amount of the increase in net assets, if any, recognised as revenue. When a liability is subsequently reduced, because the taxable event occurs or a condition is satisfied, the amount of the reduction in the liability is recognised as revenue.

### 1.11 BORROWING COSTS

Borrowing costs are interest and other expenses incurred by an entity in connection with the borrowing of funds. Borrowing costs are recognised as an expense in the period in which they are incurred.

### 1.12 BUDGET INFORMATION

Entity is typically subject to budgetary limits in the form of appropriations or budget authorisations (or equivalent), which it sets for itself, as defined in its Delegation of Authority Framework.

General purpose financial reporting by entity shall provide information on whether resources were obtained and used in accordance with the legally adopted budget.

The approved budget covers the fiscal period from 2020/04/01 to 2021/03/31.

The annual financial statements and the budget are on the same basis of accounting therefore a comparison with the budgeted amounts for the reporting period have been included in the Statement of comparison of budget and actual amounts.

### 1.13 RELATED PARTIES

A related party is a person or an entity with the ability to control or jointly control the other party, or exercise significant influence over the other party, or vice versa, or an entity that is subject to common control, or joint control.

Control is the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Joint control is the agreed sharing of control over an activity by a binding arrangement, and exists only when the strategic financial and operating decisions relating to the activity require the unanimous consent of the parties sharing control (the venturers).

Related party transaction is a transfer of resources, services or obligations between the reporting entity and a related party, regardless of whether a price is charged.

Significant influence is the power to participate in the financial and operating policy decisions of an entity, but is not control over those policies.

Management are those persons responsible for planning, directing and controlling the activities of the entity, including those charged with the governance of the entity in accordance with legislation, in instances where they are required to perform such functions.

Close members of the family of a person are considered to be those family members who may be expected to influence, or be influenced by, that management in their dealings with the entity.

Only transaction with related parties not at arm's length or not in the ordinary business disclosed.

## 2. RISK MANAGEMENT CAPITAL RISK MANAGEMENT

The Council's objectives when managing capital are to safeguard the Council's ability to continue as a going concern in order to provide services as enacted by the Engineering Profession Act 2000, (Act no 46 of 2000) and to maintain an optimal capital structure to reduce the cost of capital.

The capital structure of the Council consists of debt, which includes the cash and cash equivalents disclosed in note 8, and equity as disclosed in the Statement of Financial Position. All borrowings relating to the purchasing of office space in Waterview Corner, Bruma, have been paid up.

There are no externally imposed capital requirements.

There have been no changes to what the entity manages as capital, the strategy for capital maintenance or externally imposed capital requirements from the previous year.

### FINANCIAL RISK MANAGEMENT

The Council's activities expose it to a variety of financial risks: market risk (including fair value and interest rate risk), credit risk and liquidity risk.The Council's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the Council's financial performance. Risk management is carried out by an audit and risk committee under policies approved by the council. The council provides written principles for overall risk management, as well as written policies covering specific areas, such as interest rate risk and credit risk and investment of excess liquidity.

### LIQUIDITY RISK

Cash flow forecasting is performed by the Council. The Council's finance division monitors rolling forecasts of the Council's liquidity requirements to ensure it has sufficient cash to meet operational needs while maintaining sufficient headroom on its undrawn committed borrowing facilities at all times so that the company does not breach borrowing limits or covenants (where applicable) on any of its borrowing facilities. The Council invests surplus cash in interest bearing current accounts, time deposits, money market deposits and marketable securities, choosing instruments with appropriate maturities or sufficient liquidity to provide sufficient headroom as determined by the abovementioned forecasts.

### INTEREST RATE RISK

As the Council has no significant interest-bearing assets, the Council's income and operating cash flows are substantially independent of changes in market interest rates.

The Council analyses its interest rate exposure on a regular basis. Interest rate fluctuations that could impact on its surplus or deficit are the rates earned on Council's short-term investments. It is not foreseen that the actual revenue earned compared to the budgeted revenue will negatively deviate by more than R200,000 per annum.This translates into a possible fluctuation of 0.1% to 0.2% in total revenue.

### CREDIT RISK

Credit risk consists mainly of cash deposits, cash equivalents and trade debtors. The entity only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party. Refer to table below for credit ratings.

**Standard Bank**

| | |
|---|---|
| National long-term credit rating | AA+ (ZAF) |
| National short-term credit rating | A1+ (ZAF) Investec |
| National long-term credit rating | AA (ZAF) |
| National short-term credit rating | A1+ (ZAF) |

Trade receivables comprise a widespread customer base, mainly being registered persons. Management evaluates credit risk relating to registered persons on an ongoing basis. The Council has to comply with statutory obligations and no choice is exercised on the registered person's ability to pay membership fees.

## 3. PROPERTY, PLANT AND EQUIPMENT

| | 2021 | | | 2020 | | |
|---|---|---|---|---|---|---|
| | COST / VALUATION R | ACCUMULATED DEPRECIATION AND ACCUMULATED IMPAIRMENT R | CARRYING VALUE R | COST / VALUATION R | ACCUMULATED DEPRECIATION AND ACCUMULATED IMPAIRMENT R | CARRYING VALUE R |
| Buildings | 7 691 993 | (2 229 362) | 5 462 631 | 7 691 993 | (2 075 522) | 5 616 471 |
| Furniture and fixtures | 2 339 234 | (1 606 696) | 732 538 | 2 684 628 | (1 790 404) | 894 224 |
| Motor vehicles | 347 273 | (125 018) | 222 255 | 347 273 | (62 509) | 284 764 |
| Office equipment | 1 051 047 | (773 268) | 277 779 | 1 302 985 | (864 733) | 438 252 |
| IT equipment | 3 120 736 | (2 491 756) | 628 980 | 3 403 679 | (2 032 420) | 1 371 259 |
| Computer servers | 2 645 252 | (1 917 087) | 728 165 | 2 645 252 | (1 677 067) | 968 185 |
| Other property, plant and equipment | 3 024 428 | (2 221 192) | 803 236 | 3 036 670 | (2 001 343) | 1 035 327 |
| **Total** | **20 219 963** | **(11 364 379)** | **8 855 584** | **21 112 480** | **(10 503 998)** | **10 608 482** |

| RECONCILIATION OF PROPERTY, PLANT AND EQUIPMENT - 2021 | OPENING BALANCE R | ADDITIONS R | DISPOSALS R | DEPRECIATION R | TOTAL R |
|---|---|---|---|---|---|
| Buildings | 5 616 471 | - | - | (153 840) | 5 462 631 |
| Furniture and fixtures | 894 224 | - | (50 406) | (111 280) | 732 538 |
| Motor vehicles | 284 764 | - | - | (62 509) | 222 255 |
| Office equipment | 438 252 | - | (3 824) | (156 649) | 277 779 |
| IT equipment | 1 371 259 | - | (82 098) | (660 181) | 628 980 |
| Computer servers | 968 185 | - | - | (240 020) | 728 165 |
| Improvements to property | 1 035 327 | 16 958 | (23 359) | (225 690) | 803 236 |
| | **10 608 482** | **16 958** | **(159 687)** | **(1 610 169)** | **8 855 584** |

| RECONCILIATION OF PROPERTY, PLANT AND EQUIPMENT - 2020 | OPENING BALANCE R | ADDITIONS R | DEPRECIATION R | TOTAL R |
|---|---|---|---|---|
| Buildings | 5 770 311 | - | (153 840) | 5 616 471 |
| Furniture and fixtures | 980 422 | 86 706 | (172 904) | 894 224 |
| Motor vehicles | 347 273 | - | (62 509) | 284 764 |
| Office equipment | 549 611 | 61 443 | (172 802) | 438 252 |
| IT equipment | 662 535 | 1 304 269 | (595 545) | 1 371 259 |
| Computer servers | 1 208 205 | - | (240 020) | 968 185 |
| Improvements to property | 1 251 872 | 18 928 | (235 473) | 1 035 327 |
| | **10 770 229** | **1 471 346** | **(1 633 093)** | **10 608 482** |

## 3. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

| BUILDINGS - SECTION TITLE DEEDS HELD | SQUARE METRES | 2021 R | 2020 R |
|---|---|---|---|
| Section 5 (First Floor) | 631 | - | - |
| Section 6 (First floor) | 383 | - | - |
| Section 7 (First floor) | 237 | - | - |
| Section 8 (First floor) T013126/2009 | 456 | - | - |
| Purchased 29 Apr 2009 | | 6 275 750 | 6 275 750 |
| Section 9 (Second floor) | 212 | - | - |
| Section 10 (Second floor) T57554/1999 | 329 | - | - |
| Purchased 30 Sep 1999 | | 1 411 243 | 1 411 243 |
| Section 16 (Basement) T044549/2005 | 5 | | |
| Purchased 10 Aug 2005 | | 5 000 | 5 000 |
| | **2 253** | **7 691 993** | **7 691 993** |

## 4. INTANGIBLE ASSETS

| | 2021 | | | 2020 | | |
|---|---|---|---|---|---|---|
| | COST / VALUATION R | ACCUMULATED AMORTISATION AND ACCUMULATED IMPAIRMENT R | CARRYING VALUE R | COST / VALUATION R | ACCUMULATED AMORTISATION AND ACCUMULATED IMPAIRMENT R | CARRYING VALUE R |
| Computer software, internally generated | 5 384 771 | (3 012 749) | 2 372 022 | 5 384 771 | (2 096 599) | 3 288 172 |
| Computer software, other | 833 435 | (833 435) | - | 833 435 | (717 298) | 116 137 |
| Quality system | 693 087 | (292 460) | 400 627 | 693 087 | (153 843) | 539 244 |
| **Total** | **6 911 293** | **(4 138 644)** | **2 772 649** | **6 911 293** | **(2 967 740)** | **3 943 553** |

| RECONCILIATION OF INTANGIBLE ASSETS - 2021 | OPENING BALANCE R | ADDITIONS R | AMORTISATION R | TOTAL R |
|---|---|---|---|---|
| Computer software, internally generated | 3 288 172 | 6 000 | (916 150) | 2 378 022 |
| Computer software, other | 116 137 | - | (116 137) | - |
| Quality system | 539 244 | - | (138 617) | 400 627 |
| | **3 943 553** | **6 000** | **(1 170 904)** | **2 778 649** |

## 4. INTANGIBLE ASSETS (CONTINUED)

| RECONCILIATION OF INTANGIBLE ASSETS - 2020 | OPENING BALANCE R | AMORTISATION R | TOTAL R |
|---|---|---|---|
| Computer software, internally generated | 4 204 322 | (916 150) | 3 288 172 |
| Computer software, other | 261 478 | (145 341) | 116 137 |
| Quality system | 677 862 | (138 618) | 539 244 |
| | **5 143 662** | **(1 200 109)** | **3 943 553** |

## 5. INVESTMENTS

| | 2021 R | 2020 R |
|---|---|---|
| **DESIGNATED AT FAIR VALUE** | | |
| Strategic Investment Services Inflation (SIS) Plus 1-3 investment | 16 172 340 | 13 232 243 |
| **NON-CURRENT ASSETS** | | |
| Strategic Investment Services (SIS) Inflation Plus 1-3 portfolio - opening balance | 13 232 244 | 14 156 692 |
| Fair value adjustment - current year recognised in surplus / (deficit) | 3 116 013 | (1 091 881) |
| Earnings recognised in surplus / (deficit) for the period net of earnings and admin fees | (175 917) | 167 433 |
| **Fair value at end of the year** | **16 172 340** | **13 232 244** |

## 6. RETIREMENT BENEFIT ASSET

| | | |
|---|---|---|
| **DEFINED BENEFIT PLAN** | | |
| RETIREMENT BENEFIT | | |
| **Income statement charge for** | | |
| Employee benefit expense | | |
| - wages and salaries | 50 341 215 | 53 239 232 |
| - pension cost - defined benefit plan | 148 000 | 230 000 |
| | **50 489 215** | **53 469 232** |

**PENSION BENEFITS**

Plan assets are held in a Sanlam Matrix 50 portfolio and the return is based on the performance of the portfolio. The assets underlying the Employer Surplus Account and the Solvency Reserve have been included in the asset value. The funds are administered by a separate legal entity and as a result, the assets belonging to the Fund are credit remote.

| 6. RETIREMENT BENEFIT ASSET (CONTINUED) | 2021 R | 2020 R |
|---|---|---|
| The amounts recognised in the statement of financial position are as follows: | | |
| **CARRYING VALUE** | | |
| Present value of the defined benefit obligation-wholly unfunded | (19 013 000) | (17 443 000) |
| Fair value of plan assets | 25 308 000 | 23 886 000 |
| | **6 295 000** | **6 443 000** |

Net asset amount recognition was determined on the following basis:

The definitions of the Fund provide for the establishment of an Employer Surplus Account ("ESA"). Rule 13.3.3 states that future surplus be allocated between the ESA and Member Surplus Account in proportions as determined by the trustees.

In these circumstances, AC 504 states that the present value of the economic benefits available to the employer (par. 68(b) of GRAP 25) is the value of the ESA plus the accounting surplus available as a reduction in future contributions. As confirmed by Sanlam Consultants and Actuaries, the value of the ESA was R6 295 000 as at 31 March 2021. Furthermore, since there are no active Defined Benefit members in the Fund (as per the valuation report), accounting surplus available as a reduction in future contributions is zero. The present value of the economic benefits available to the employer is therefore R6 295 000..

The value of the asset reflected on the balance sheet should be determined in terms of par. 68 of GRAP 25. This states that the net asset recognised should be the lower of the value determined under par. 64 and the present value of the economic benefits available to the employer (par. 68(b)). The values for the past three years are as follows (the actuary provided the ESA balance as at each date):

The value determined under par. 64 was R6 295 000 as at 31 March 2021 and the value of par. 68(b) was R6 295 000. Therefore, the net asset as at 31 March 2021 should be limited to R6 295 000.

The value determined under par. 64 was R6 443 000 as at 31 March 2020 and the value of par. 68(b) was R6 443 000. Therefore, the net asset as at 31 March 2020 should be limited to R6 443 000

The value determined under par. 64 was R6 673 000 as at 31 March 2019 and the value of par. 68(b) was R6 673 000. Therefore, the net asset as at 31 March 2019 should be limited to R6 673 000.

The value determined under par. 64 was R6 787 000 as at 31 March 2018 and the value of par. 68(b) was R6 787 000. Therefore, the net asset as at 31 March 2018 should be limited to R6 787 000.

The fair value of plan assets includes: Sanlam Matrix 50 portfolio

The assets underlying the Employer Surplus Account and the Solvency Reserve have been included in the asset value.

Assets not recognised (GRAP 25, paragraph 68(b)).

| MOVEMENT IN THE DEFINED BENEFIT OBLIGATION ARE AS FOLLOWS | | |
|---|---|---|
| Opening balance | 17 443 000 | 20 236 000 |
| Contributions by plan participants | 2 017 000 | 2 050 000 |
| Exchange differences | 1 362 000 | (3 062 000) |
| Benefits paid | (1 809 000) | (1 781 000) |
| | **19 013 000** | **17 443 000** |

| 6. RETIREMENT BENEFIT ASSET (CONTINUED) | 2021 R | 2020 R |
|---|---|---|
| **NET GAIN / (EXPENSE) RECOGNISED IN THE STATEMENT OF FINANCIAL PERFORMANCE** | | |
| Interest cost | 772 000 | 650 000 |
| Actuarial (gains) losses | (920 000) | (880 000) |
| | **(148 000)** | **(230 000)** |
| **THE MOVEMENT IN THE FAIR VALUE OF PLAN ASSETS ARE AS FOLLOWS** | | |
| Opening balance | 23 886 000 | 26 909 000 |
| Expected return | 2 789 000 | 2 700 000 |
| Actuarial gains (losses) | 442 000 | (3 942 000) |
| Benefits paid | (1 809 000) | (1 781 000) |
| | **25 308 000** | **23 886 000** |

| KEY ASSUMPTIONS USED | 2021 % | 2020 % |
|---|---|---|
| The principal actuarial assumptions used were as follows: | | |
| Discount rates used | 11.22 % | 11.97 % |
| Expected rate of return on assets | 10.88 % | 10.76 % |
| Expected rate of return on reimbursement rights | 6.88 % | 6.76 % |

The assumptions used are consistent with assumptions used in the statutory valuation of 31 March 2020.. However, GRAP 25 requires the valuation to be carried out on a prescribed market value basis and a number of the assumptions therefore differ from those used in the statutory valuation.

Valuation rate of interest – GRAP 25 requires rates to be determined by reference to the current market yield of government bonds. The yield of the R209 government bond was 11.22% and the yield of the R202 government bond 4.06% at 31 March 2021. The implied long-term inflation assumption in 6.88% per annum, which was derived from the R209 and R202. The duration of the R209 bonds is 8.26 years and the pensioner liabilities duration is estimated as 9.27 years.

| The expected long term real return is 4%, calculated as follows: | PORTFOLIO % | REAL RETURN % | WEIGHTED RETURN % |
|---|---|---|---|
| Equity | 70 % | 4.50 % | 3.10 % |
| Bonds | 30 % | 3.00 % | 0.90 % |
| | **100.00 %** | **7.50 %** | **4.00 %** |

In accordance with the Pension Increase Policy, increases should be granted equal to the increase in the Consumer Price Index, subject to affordability.

In respect of the period after retirement, the published Actuarial Association of SA (ASSA) a(55) tables for males and females have been used. The number of pensioners as at 31 March 2020, their annual pension and weighted average age, compared to that as at 31 March 2021 were as follows:

| | | |
|---|---|---|
| Number of pensioners | 7 | 6 |
| Annual pension | 1 758 000 | 1 496 000 |
| Pension weighted average age | 52.3 | 54.9 |

## 7. RECEIVABLES FROM EXCHANGE TRANSACTIONS

| | 2021 R | 2020 R |
|---|---|---|
| Trade debtors and other debtors | 22 773 663 | 33 375 301 |
| Employee salary savings | - | (10 205) |
| Deposits | 47 832 | 47 832 |
| Impairment for bad debts | (5 665 328) | (33 351 301) |
| | **17 156 167** | **61 627** |

### FAIR VALUE OF TRADE AND OTHER RECEIVABLES

| | | |
|---|---|---|
| Trade and other receivables | 17 156 167 | 61 627 |

### TRADE AND OTHER RECEIVABLES IMPAIRED

The amount of the provision was (R3.61 million) - as of 31 March 2021 (2020: R33.35 million).

Reconciliation of provision for impairment of trade and other receivables:

| | | |
|---|---|---|
| Current year opening balance | 33 351 301 | 15 594 311 |
| Add: Provision for Impairment | 3 613 462 | 33 351 301 |
| Less: Amounts written off | (31 299 435) | (15 594 311) |
| **Provision year end balance** | **5 665 328** | **33 351 301** |

Included in the amount written-off of R31 299 435 relates to unpaid annual fees for identified registered person's raised in the previous financial year for R15 341 829 and those raised in the current year for R15 957 606 for the same registered persons.

The provision for impairment amount of R5 665 328 on 31 March 2021 represents 25% of the gross trade receivable balance on that date.

## 8. CASH AND CASH EQUIVALENTS

| | | |
|---|---|---|
| Cash and cash equivalents consist of: | | |
| Cash on hand | 100 | 100 |
| Bank balances | 55 823 919 | 24 453 346 |
| | **55 824 019** | **24 453 446** |

## 9. TRADE AND OTHER PAYABLES

| | | |
|---|---|---|
| Trade payables | 1 327 821 | 4 243 913 |
| South African Revenue Services - VAT | 11 272 | 1 631 052 |
| Trade debtors with credit balances | 7 624 622 | 5 353 517 |
| Other accrued expenses | 11 772 074 | 9 693 886 |
| Other payables | 1 130 573 | 1 354 619 |
| | **21 866 362** | **22 276 987** |

## 10. PROVISIONS

| RECONCILIATION OF PROVISIONS - 2021 | OPENING BALANCE R | CHANGE IN DISCOUNT FACTOR R | TOTAL R |
|---|---|---|---|
| Leave pay provision | 1 205 814 | 324 812 | 1 530 626 |
| **RECONCILIATION OF PROVISIONS - 2020** | | | |
| Leave pay provision | 1 729 662 | (523 848) | 1 205 814 |

## 11. FINANCIAL INSTRUMENTS

| CATEGORIES OF FINANCIAL INSTRUMENTS: 2021<br>FINANCIAL ASSETS | AT FAIR VALUE R | AT AMORTISED COST R | TOTAL R |
|---|---|---|---|
| Investments | 16 172 340 | - | 16 172 340 |
| Trade and other receivables from exchange transactions | - | 17 099 991 | 17 099 991 |
| cash and cash equivalents | - | 55 824 019 | 55 824 019 |
| | **16 172 340** | **72 924 010** | **89 096 350** |

| FINANCIAL LIABILITIES | AT AMORTISED COST R | TOTAL R |
|---|---|---|
| Trade and other payables from exchange transactions | 8 914 682 | 8 914 682 |
| Taxes and transfers payable (non-exchange) | 1 130 573 | 1 130 573 |
| | **10 045 255** | **10 045 255** |

| CATEGORIES OF FINANCIAL INSTRUMENTS: 2020<br>FINANCIAL ASSETS | AT FAIR VALUE R | AT AMORTISED COST R | TOTAL R |
|---|---|---|---|
| Investments | 13 233 244 | - | 13 233 244 |
| Trade and other receivables from exchange transactions | - | 61 637 | 61 637 |
| cash and cash equivalents | - | 24 453 446 | 24 453 446 |
| | **13 233 244** | **24 515 083** | **37 748 327** |

| FINANCIAL LIABILITIES | AT AMORTISED COST R | TOTAL R |
|---|---|---|
| Trade and other payables from exchange transactions | 9 597 430 | 9 597 430 |
| Taxes and transfers payable (non-exchange) | 1 354 691 | 1 354 691 |
| | **10 952 121** | **10 952 121** |

## 12.. REVENUE FROM EXCHANGE

| | 2021 R | 2020 R |
|---|---|---|
| The amount included in revenue arising from exchanges of goods or services are as follows: | | |
| Annual fees | 115 003 270 | 115 999 897 |
| Application fees | 9 516 951 | 11 119 885 |
| Accreditation visits | 597 142 | 3 863 147 |
| | **125 117 363** | **130 982 929** |

## 13. OTHER INCOME

| | | |
|---|---|---|
| Income from marketing activities | - | 383 050 |
| Bad debts recovered | 5 426 076 | 2 028 089 |
| Disciplinary fines | 61 739 | 47 826 |
| Other income | 38 357 | 29 244 |
| Profit from the sale of fixed assets | - | 1 000 |
| | **5 526 172** | **2 489 209** |

## 14. INVESTMENT REVENUE

| | | |
|---|---|---|
| INTEREST REVENUE | | |
| Interest from short term investments | 2 307 462 | 2 836 225 |
| Interest long term investments | - | 337 803 |
| Expected return on Defined Benefit assets | 2 789 000 | 2 700 000 |
| | **5 096 462** | **5 874 028** |

| 15. GENERAL EXPENSES | 2021 R | 2020 R |
|---|---|---|
| Auditors remuneration - Internal | 430 790 | 588 762 |
| Auditors remuneration - External | 314 785 | 432 943 |
| Bank charges | 583 443 | 660 285 |
| Consulting and professional fees | 1 922 381 | 2 920 067 |
| Legal expenses | 2 287 880 | 1 837 802 |
| Insurance | 352 444 | 331 465 |
| IT expenses | 491 899 | 772 674 |
| Motor vehicle expenses | 12 487 | 27 068 |
| Personal Protective Equipment | 80 628 | - |
| Placement fees | 455 714 | 299 640 |
| Printing and stationery | 291 028 | 542 780 |
| Marketing and Branding | 217 161 | 3 218 393 |
| Strategic projects | 1 919 726 | 1 049 379 |
| Repairs and maintenance | 4 812 843 | 5 368 141 |
| Rent paid - satellite offices | 159 142 | 500 530 |
| Security | 19 832 | 41 406 |
| Staff welfare | 180 418 | 478 361 |
| Subscriptions and membership fees | 251 086 | 33 499 |
| Telephone and fax | 478 623 | 619 564 |
| Training | 210 394 | 557 599 |
| Travel - staff | 195 597 | 2 319 686 |
| Travel - overseas | 12 277 | - |
| Acquisition of small assets | - | 77 067 |
| Electricity | 1 289 412 | 1 714 412 |
| Outsourced call centre | 1 090 212 | 943 564 |
| Staff study assistance | 189 301 | 88 004 |
| Casual labour | 53 373 | 123 509 |
| Office expenditure | 610 727 | 542 047 |
| Investment fees | 175 916 | 170 371 |
| Rental expense - Rates & Taxes | 443 837 | 452 103 |
| Council and committee meetings | 9 787 487 | 25 784 113 |
| Committee room expenses | 43 341 | 100 707 |
| Parking | 33 521 | - |
| Strategic services | 360 050 | - |
| | **29 757 755** | **52 595 941** |

| 16. PERSONNEL EXPENSES | | |
|---|---|---|
| Basic salary | 44 174 801 | 46 737 674 |
| Medical aid - company contributions | 1 135 754 | 1 036 057 |
| UIF | 152 548 | 163 276 |
| SDL | 256 909 | 453 546 |
| Staff Insurance | 108 623 | 133 477 |
| Defined contribution plans | 3 525 880 | 3 460 702 |
| Meal Allowance | 986 700 | 1 254 500 |
| | **50 341 215** | **53 239 232** |

## 17. OTHER EXPENSES

| | 2021 R | 2020 R |
|---|---|---|
| Loss on sale of property, plant & equipment | 6 588 | - |
| Provision for impairment of trade and other receivables | 3 613 462 | 54 107 009 |
| Operating lease charges (Contractual amounts) | 771 677 | 722 362 |
| Amortisation on intangible assets | 1 170 905 | 1 200 108 |
| Depreciation on property, plant and equipment | 1 610 169 | 1 633 082 |
| | **7 172 801** | **57 662 561** |

## 18. FINANCE COSTS

| | | |
|---|---|---|
| Other interest: Pension benefit | 2 017 000 | 2 061 871 |

## 19. AUDITORS' REMUNERATION

| | | |
|---|---|---|
| Fees - External Auditors | 314 785 | 432 943 |
| Fees - Internal auditors | 430 790 | 588 762 |
| | **745 575** | **1 021 705** |

## 20. CASH GENERATED FROM OPERATIONS

| | | |
|---|---|---|
| Surplus (deficit) | 48 647 239 | (28 185 320) |
| ***Adjustments for:*** | | |
| Depreciation and amortisation | 2 781 073 | 2 833 190 |
| Income from equity accounted investments | (189 915) | (167 433) |
| Fair value adjustments | (2 940 096) | 1 091 881 |
| Movements in retirement benefit assets and liabilities | 148 000 | 230 000 |
| Movements in provisions | 282 455 | (523 848) |
| ***Changes in working capital:*** | | |
| Receivables from exchange transactions | (17 038 354) | 25 004 557 |
| Prepayments | (189 336) | (21 111) |
| Payables from exchange transactions | (498 905) | 3 540 912 |
| Loss on sale of fixed asset | 195 914 | - |
| | **31 240 432** | **3 802 828** |

## 21. OPERATING LEASES

| | | |
|---|---|---|
| **OPERATING LEASES - AS LESSEE (EXPENSE)** | | |
| MINIMUM LEASE PAYMENTS DUE | | |
| - within one year | 771 677 | 520 723 |

The leases on the photocopier machines have a lease period of 36 months, ended 30 October 2020. The rent is fixed with no escalation. No contingent rent is payable.

## 22. GOING CONCERN

We draw attention to the fact that at 31 March 2021, the Council had an accumulated surplus of R85.2 million (2020: R36.6 million) and that the Council's total assets exceed it's liabilities by R85.2 million (2020: R36.6 million).

The annual financial statements have been prepared on the basis of accounting policies to a going concern. this basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contigent obligations and commitments will occur in the ordinary course of business.

Management has assesed and considered the underlying risk amid COVID-19 pandemic and the negative impact it might have on the engineering sector and a subsequent impactt on ECSA's ability to carry operations as a going concern. No material impact was identified.

## 23. EVENTS AFTER THE REPORTING DATE

There are no events after the reporting date to report on.

| 24. FAIR VALUE ADJUSTMENTS | 2021 R | 2020 R |
|---|---|---|
| OTHER FINANCIAL ASSETS | | |
| Investments (Designated as FV through deficit / surplus) | 3 116 013 | (1 091 881) |

## 25. BUDGET DIFFERENCES

Material differences between budget and actual amounts

### 25.1 REVENUE

Total Revenue for twelve (12) months period ended 31 March 2021 is R130.6 million. This is R9.9 million above the annual budgeted revenue of R120.7 million.

This positive variance is attributable to the following:

#### 25.1.1. ANNUAL FEES

The Actual Annual Fees exceeded the Budgeted Annual Fees by R3.8 million due to 7% increase levied to registered person's. This was however offset by a decrease in the total billable registered person's from 45 590 in 2019/20 to 41 579 in 2020/21

#### 25.1.2 ACCREDITATION VISITS:

Due to COVID-19 pandemic, no visitations could be made to the institutions of higher learning to accredit engineering education programmes during the year under review. As such, no provision was made in the budget for recoveries of the Accreditation Fees. The R0.6 million positive variance is due to recoveries from prior year of accreditation fees which was written-off and subsequently collected.

## 25. BUDGET DIFFERENCES (CONTINUED)

25.1.3 BAD DEBTS RECOVERED:

Total of R5.4 million additional revenue is due to higher than anticipated restatements of previously cancelled registrations of R2.9 million and the recognition of old unidentified receipts as revenue of R2.5 million

### 25.2 EXPENDITURE:

The total Expenses for the period under review is R87.2 million against the annual budget of R101 million resulting in positive variance of R13.8 million.

This positive variance is attributable to the following:

25.2.1 PERSONNEL

Personnel Costs is R50.3 million which is R4.8 million below the annual budget amount of R55.1 million This positive variance is as a result of the postponments in personnel recruitment and closure of the four (4) satellite offices due to COVID-19.

25.2.2 REPAIRS AND MAINTENANCE:

The variance of R0.2 million is due to the postponment in the procurement of the stanby generator.

25.2.3 PROPERTY EXPENSES:

The savings of R0.6 million is due to staff working from home during the lockdown as well as the closure of satellite offices.

25.2.4 GENERAL EXPENSES:

General expenses are expenses that includes a number of expenditure items like staff travel, all council and high impact committee expenditure, computer hardware and software maintenance expenses, strategic projects, consulting and professioal fees. the under spending by R8.5 million is due to the postponment of many projects; all meetings were virtual, no travelling, staff working from home, etc. all occassioned by COVID-19.

### 25.3. INVESTMENT REVENUE

The positive variance of R0.8 million was due to higher interest received than expected as a result of improved collection and lower actual spend..

### 25.4. INVESTMENT: FAIR VALUE ADJUSTMENT

The positive varianve of R3.1 million in fair value adjustment is due to unanticipated recoveries of the investment asset values from COVID- 19 shocks.

## 26. KEY PERSONNEL EMOLUMENTS

### REMUNERATION PAID TO KEY PERSONNEL

| 2021 | MONTHS EMPLOYED | EMOLUMENTS R | CONTRIBUTIONSTO RETIREMENT PLAN R | TOTAL R |
|---|---|---|---|---|
| Chief Executive Officer | 12 | 2 386 160 | 208 789 | 2 594 949 |
| Executive Office of the CEO | 12 | 1 866 641 | 67 164 | 1 933 805 |
| Executive Research Policy and Standads | 12 | 1 671 500 | 64 353 | 1 735 853 |
| Chief Financial Officer | 12 | 2 119 515 | - | 2 119 515 |
| | **48** | **8 043 816** | **340 306** | **8 384 122** |

| 2020 | MONTHS EMPLOYED | EMOLUMENTS R | CONTRIBUTIONSTO RETIREMENT PLAN R | TOTAL R |
|---|---|---|---|---|
| Chief Executive Officer | 12 | 2 129 047 | 195 130 | 2 324 177 |
| Executive Regulatory Functions | 5 | 1 653 845 | 56 953 | 1 710 798 |
| Executive Office of the CEO | 12 | 1 653 392 | 152 646 | 1 806 038 |
| Executive Research Policy and Standads | 12 | 1 646 049 | 108 447 | 1 754 496 |
| Executive Strategis Services | 10 | 1 204 447 | 97 674 | 1 302 121 |
| Chief Financial Officer | 6 | 610 077 | - | 610 077 |
| | **57** | **8 896 857** | **610 850** | **9 507 707** |

## 27. CONTINGENCIES

The Council is aware of pending legal matters and has, in consultation with its legal counsel, assessed the outcome of these proceedings. Management have therefore concluded that no provisions are required in respect of these legal matters and that these litigations, current or pending, are not likely to have a material adverse effect on the Council. However, should the outcome of these cases not be favourable to the Council these may result in potential obligations in the future.

## 28. PREPAYMENTS

| | | |
|---|---|---|
| Prepaid expenses at year-end | 396 533 | 128 591 |
| Prepaid VAT on unallocated receipts | 1 158 655 | 1 204 579 |
| | **1 555 188** | **1 333 170** |

## 29. OTHER INCOME

| | | |
|---|---|---|
| Other income - Finance | 38 357 | 29 244 |

## 30. IMPAIRMENT OF ASSETS

| IMPAIRMENTS | 2021 R | 2020 R |
|---|---|---|
| Trade and other receivables | 3 613 462 | 54 107 009 |
| Describe the events and circumstances that led to the recognition or reversal of the impairment loss. The recoverable amount or [recoverable service amount] of the asset was based on its fair value less costs to sell or [its value in use.] | | |
| Borrowings | 771 677 | 722 362 |
| Describe the events and circumstances that led to the recognition or reversal of the impairment loss. The recoverable amount or [recoverable service amount] of the asset was based on its fair value less costs to sell or [its value in use.] | | |
| | **4 391 727** | **54 829 371** |

## 31. RELATED PARTIES

All related party transactions that occured during the financial year were in the normal course of business, in accordance with the mandate of ECSA

### RELATED PARTY TRANSACTIONS

Netted-off against the annual fees included in the revenue from exchange transactions is a payment to the CBE in terms of section 4(S) of the CBE Act

| | | |
|---|---|---|
| Council for the Build Environment(CBE) | - | 1 139 838 |

Full subsidisation of the annual fees of registered persons who are related parties

| | | |
|---|---|---|
| President (term ended 19 November 2020) | 3 800 | 3 550 |
| Vice President (term ended 19 November 2020) | 3 800 | 3 550 |
| Chief Executive Officer | 3 800 | 3 550 |
| Executive Regulatory Function (resigned) | - | 3 550 |
| Quality Manager | 1 810 | 1 690 |
| | **13 210** | **1 155 728** |

# NOTES

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